

# **SOLICITORS DISCIPLINARY TRIBUNAL**

**INDEPENDENT • IMPARTIAL • TRANSPARENT**

## **ANNUAL REPORT 2010/2011**

(1st May 2010 to 30th April 2011)

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**INDEPENDENT•NEUTRAL•TRANSPARENT**

## **ANNUAL REPORT 2010/11**

**for the reporting year 1 May 2010 to 30 April 2011**

The Solicitors Disciplinary Tribunal ("the SDT") was created by the Solicitors Act 1974 as a statutory tribunal. The SDT is made up of Solicitor Members, who must not be members of the Council of The Law Society, and Lay Members appointed to represent the views of the general public, drawn from a diverse range of personal and professional backgrounds. Tribunal Members are appointed by The Master of the Rolls, Lord Neuberger of Abbotsbury, following an open and transparent selection procedure. The Tribunal's own procedures are currently governed by the Solicitors (Disciplinary Proceedings) Rules 2007 (S.I. No. 3588) which came into force on 14 January 2008. Separate procedural rules to govern the SDT's existing and future appeal jurisdiction will be introduced in the final quarter of 2011.

Since the enactment of the Legal Services Act 2007 the Tribunal's administration and financial arrangements have been managed wholly independently from the Law Society. The Tribunal's administration is run by Solicitors Disciplinary Tribunal Administration Limited, a company limited by guarantee (registration number 06654464) controlled by the SDT.

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## **THE SOLICITORS DISCIPLINARY TRIBUNAL**

### **COMPOSITION OF THE TRIBUNAL**

Mr J. N. Barnecutt (President)

Mrs K. Todner  
(Solicitor Vice President)

Mr G. Fisher  
(Lay Vice President)

#### **Solicitor Members**

Mr J. Astle, Mr R. B. Bamford, Miss A. Banks, Mr J. C. Chesterton, Ms T Cullen, Mr J. P. Davies, Miss J. Devonish, Mr. K. Duncan, Mr M. Fanning, Mr A. Ghosh, Mr A. G. Gibson, Mr L. N. Gilford, Mr D. Glass, Mr. D. Green, Mr R. Hegarty, Mr A. H. B. Holmes, Mr P. Housego, Mr D. J. Leverton, Miss N. Lucking, Mrs J. Martineau, Mr C. Murray, Mr E. Nally, Mr R. Nicholas, Mr D. Potts, Mr R. Prigg, Mr E. Richards, Mr M. Sibley, Mr A. N. Spooner, Mrs E. Stanley, Mrs K. Thompson, Mr S. Tinkler, Mr I. R. Woolfe.

#### **Lay Members**

Mrs L. Barnett, Mr M. Baughan, Lady Bonham Carter, Mrs N. Chavda, Mr D. Gilbertson, Mrs S. Gordon, Mr M. Hallam, Mr S. Hill, Mr S. Howe, Mr J. Jackson, Mr D. E. Marlow, Mr S. Marquez, Mrs L. McMahon-Hathway, Mrs V. Murray-Chandra, Mr M. Palayiwa, Dr R. Slack, Mr M. G. Taylor CBE, DL, Mr P. Wyatt.

#### **Clerk**

Mrs S. Humble, Solicitor

#### **Deputy Clerks**

Miss C. Comiskey, Solicitor  
Miss S. Hopkinson, Solicitor  
Miss S. Orsborne, Solicitor  
Mrs A-M. Roberts, Solicitor  
Ms L. Shuja, Solicitor

#### **ADDRESS**

3rd & 5th Floor, Gate House, 1 Farringdon Street, London EC4M 7LG.

DX: 395 Chancery Lane Tel: 020 7329 4808 Fax: 020 7329 4833

E-mail: [enquiries@solicitorsdt.com](mailto:enquiries@solicitorsdt.com)

Web Site: [www.solicitortribunal.org.uk](http://www.solicitortribunal.org.uk)

## **President's Introduction**

When introducing last year's report I referred to the need for changes to the Tribunal's rules of procedure in order to meet the challenges and changes under the Legal Services Act.

Alternative Business Structures (ABS) will shortly be upon us and the Tribunal has in a short space of time had to prepare new Rules and draft new powers to enable it both to conduct appeals from Solicitors Regulation Authority regulatory decisions and to hear ABS appeals; whether from refusal of licences, challenges to licence terms or any one of a myriad of other decisions which the ABS concerned may not like under the new regime.

The Tribunal has been joined by a new Clerk, Susan Humble. I would like to commend Susan for her help this last year. I think it has been more than an eye opener for her and I would like to thank her and all our hard working staff for the commitment they have shown this last year.

Susan has been a tower of strength and without her we would not have been able to achieve the considerable progress we have made. In the usual way much of that progress will remain unseen and beneath the surface, permitting the organisation to steam on smoothly through choppy waters.

Anthony Isaacs has served the Tribunal with distinction for over 23 years, 9 of those as President. The whole Tribunal owes him a considerable vote of thanks for the exemplary fashion in which he has carried out the work of the Tribunal, for all he has done and continues to do for us and for the profession in his efforts to maintain the reputation of the profession and the integrity of each of its members.

Sadly, Anthony is no longer practising as a solicitor and has had to give up his membership of the Tribunal; however, I am delighted to say that we can still rely on his wisdom and experience as a director of SDTA Ltd where he has agreed to continue for the time being as a non-solicitor director.

Similar thanks are due to Adrian Gaynor-Smith and to Caroline Pickering, both of whom have retired over the last 12 months. Adrian joined the Tribunal in 1984, even earlier than Anthony and it is very sad that ill-health has caused him to retire as a member. Caroline has also given many years of service to the Tribunal, as a lay member, having joined in 1992. Considerable thanks are owed to all 3 members

The Tribunal has recently established a Working Party to consider the issue of case management. The Working Party has reported and that report is being given consideration. I would like to take this opportunity to thank the members of the Working Party for all their hard work so far.

Liz Aldred has put in a huge amount of work in order to set up and run our new website and I would like to thank her and all her team for their efforts and considerable hard work

As will be apparent from what follows in this report we now need to submit an annual budget to the Legal Services Board (LSB) for approval and I am glad to say that this process and our relationship with the LSB have bedded down smoothly.

I am delighted to say that with the help of all our members and staff, the Tribunal has continued to flourish this year, notwithstanding a rise of almost one third in the number of hearing days and a number of lengthy cases which have taken up a lot of the Tribunal's resources. I am also pleased to observe that the Tribunal is ready to face the future and the challenges ahead with renewed strength and vigour. That process will be helped by the arrival of 2 new full-time deputy clerks and we look forward to welcoming them in the coming months.

**Jeremy Barnecutt**  
**President**

## **The Clerk's View**

I am delighted to have an opportunity to contribute to the SDT's Annual Report. It was a great honour and a somewhat daunting prospect to be appointed as the Clerk to the SDT in August 2010, particularly as Sue Elson was always going to be a hard act to follow. Sue's knowledge and wisdom are, I know, greatly missed by everyone. I am grateful to the Board, Tribunal Members, Deputy Clerks, Liz and the team for bearing with me while I settle in to my new role, which has entirely lived up to my expectations. The most visible achievement of my hard working administrative team led by Liz Aldred has been the successful development of the SDT's new and much improved website, which has rightly attracted much praise. The contract for both the public-facing and members' websites was awarded to The Reading Room in late December 2010 following a tender exercise. Our goal was to get both websites up and running by June 2011 which we accomplished with about 24 hours to spare. The public-facing website is easy to navigate and informative. We receive regular website contact from members of the public and profession with questions about the Tribunal's work, which we are now able to answer quickly by e-mail or telephone, providing copies of Judgments and neutral guidance more efficiently than in the past. Members are now managing their Judgments online. As they become more familiar with the process the turnaround time for delivery of Judgments will improve dramatically. My thanks go to Liz Aldred and Lianne Jones and The Reading Room for bringing the website project in on time and on budget.

The Tribunal agreed performance measurements with the Legal Services Board in January 2011. Details of our performance against those measurements in comparison to 2010 appear later in this Report. Whilst we are quietly satisfied with progress in the first six months of this year there is much room for improvement within the limits of the current financial resources available to us. We have now recruited two full time deputy clerks, Sarah Hopkinson and Samantha Orsborne, to work alongside our existing highly-valued part-time deputies, Lubna Shuja, Anne-Marie Roberts and Catherine Comiskey. The Listing Team is being ably managed by Jo Thomas, supported by Paul Condon. Jo is doing all she can with our help to ensure that cases are listed for hearing efficiently and effectively, without in any way compromising on fairness and the application of the principles of natural justice. We said goodbye to deputy clerks Rose James and David Clark and wish them all the best for the future.

Much of my time in the last six months has been spent on the development of the process, including new procedural rules, relating to the management of appeals under the Solicitors Act 1974, the Administration of Justice Act 1985 and in anticipation of the Tribunal hearing appeals from decisions of the Solicitors Regulation Authority in respect of Alternative Business Structures. The Tribunal came into this process late in the day and I am grateful to all concerned, in particular SDT President Jeremy Barnecutt and Alastair Lewis of Sharpe Pritchard, for their support and assistance during what has been an extraordinarily busy period.

It would be remiss of me to overlook the welcome and help that I have received from the administrative support staff at the Tribunal who work tirelessly behind-the-scenes to deliver a service in what are often difficult and demanding circumstances. Inevitably many of those who come into contact with the Tribunal are facing stressful times. I applaud the ability of all the Tribunal's administrative support staff to remain

calm and cheerful under pressure whilst at the same time doing their best to ensure that the process runs smoothly. Everyone has a part to play in the Tribunal's success and it is important that individual contributions are not forgotten or under-valued

Every one of the last twelve months has been challenging, intellectually stimulating, and interesting. I have no doubt that the next twelve months will be equally demanding and I am confident that the Tribunal will continue to rise to the challenge with cheerful enthusiasm and energy.

**Susan Humble**  
**The Clerk to the SDT**

## **A Lay Member's Comments**

I applied to become a lay member of the Solicitors Disciplinary Tribunal because I wished to use my skills and experience gained in industry to serve the public and wider community and I am committed to the British legal system. Lay members represent the public and are independent and impartial. Each Tribunal that sits is made up of two solicitor members and one lay member and they adjudicate on alleged breaches of the rules and regulations applicable to solicitors and their firms. Lay members make an equal contribution to the Tribunal.

There are over 120,000 solicitors in England and Wales. I believe that Solicitors play a crucial role in our legal system and are seen by the public as people of the utmost integrity, honesty and trustworthiness, who can help and assist them in often complex and stressful matters. The rules and regulations are specifically designed to protect the public, including consumers of legal services, and to maintain the public's confidence in the reputation of the solicitors' profession. I believe that it is essential that the public can be assured of the professional integrity of the solicitors they encounter, knowing that they are subject to professional codes of conduct and that the Solicitors Regulation Authority and the Tribunal upholds these. I also believe that those solicitors, who appear before the Tribunal for an alleged breach, have a right to be judged with fairness, in an impartial and independent way, such that the standards and reputation of the profession in the public's interests can be maintained at the highest level.

In the short time that I have been a lay member I have witnessed the professionalism and commitment of the members and staff of the Tribunal. Susan Humble has done an excellent job in her first year as Chief Executive and Clerk to the Tribunal, she has risen to the challenges that the Tribunal faces. These have included negotiating budgets and drawing up KPI's with the Legal Services Board. Working with the President and Chairman, Jeremy Barnecutt, she has helped with the changes needed to the Tribunals Rules and Procedures for Appeals from those subject to disciplinary decisions taken by the Solicitors Regulation Authority. Susan Humble and Liz Aldred have also worked hard to ensure that the administration can be modernised and made as efficient and cost effective as practicable. The development of the new website will see this increase. The staff of the Tribunal have worked tirelessly to improve the Listings and Judgment timescales and are to be congratulated on the progress made. There will be more need for change in the coming year and I am confident that under the current leadership the Tribunal is in an excellent position to meet the challenges it faces.

**Lesley McMahon-Hathway**

## APPLICATIONS

### Hearings and Summary of Decisions

During the year under review the Tribunal sat on 306 hearing days (232 in the previous year).

During the period under review the following applications were received.

<b>APPLICATIONS RECEIVED</b>	<b>To 30/4/11</b>	<b>To 30/4/10</b>
Number of applications* involving practising solicitors – relating to 245 (361) solicitors, 1 (12) registered foreign lawyer and 3 (5) recognised bodies	188	249
Number of applications* in respect of solicitors' clerks – Relating to 22 (13) clerks, 10 clerks were included in applications against solicitors – a total of 32 clerks)	18	12
Number of applications for restoration to the Roll	9	2
Number of applications to revoke, quash, review or vary an Order under s.43 made either by the Tribunal or the SRA	7	4
Number of applications seeking determination of an indefinite period of suspension	1	4
Number of applications made in respect of former solicitors (i.e. no longer on the Roll)	2	2
Number of applications to vary conditions on Practising Certificates	2	0
<b>TOTAL</b>	<b>227</b>	<b>273</b>

\*It should be noted that one application may be in respect of two or more solicitors or clerks. Previous year's figures appear in brackets.

Section 43 (as amended by the Legal Services Act 2007) applies to those who are not admitted solicitors and who are employed or remunerated by solicitors.

An Order made pursuant to s.43 of the Solicitors Act 1974 (as amended) prevents a solicitor from employing the person to whom the Order relates without the consent of The Law Society.

The total number of applications received during the year under review (compared with those received in previous years) and the number of sitting days were as follows:

<b>Year ending 30<sup>th</sup> April</b>	<b>No. of applications</b>	<b>No. of sitting days</b>
2007	249	178
2008	262	169
2009	268	226
2010	273	232
2011	227	306

Of the applications made in the year ending 30<sup>th</sup> April 2011, four were made directly by members of the public. In respect of each application, no case to answer was established. Applications for Restoration to the Roll, or the revocation of a s.43 Order accounted for 16 matters. The balance was made up of applications by The Law Society (through the Solicitors Regulation Authority).

### **Summary of Orders**

Orders made by the Tribunal during the period under review are listed below. It should be noted that a distinction must be made between applications received and Orders made. A number of Orders made relate to applications made prior to the year under review and the Tribunal will determine a number of applications made in this year in its next reporting year.

An overview of Orders made in respect of solicitors in the last six years is shown in the table below.

<b>Year end 30 April</b>	<b>Number of Strike Offs</b>	<b>Suspensions</b>	<b>Fines</b>	<b>Reprimands</b>	<b>No Order, costs only Order or case dismissed</b>
2006	63	39	64	16	10
2007	67	33	86	20	6
2008	61	47	110	37	15
2009	57	37	122	55	15
2010	84	44	172	49	15
2011	79	51	119	36	26

### **Other Orders**

(Figures in brackets relate to the year 2009/10)

- A. There were 10 cases in which an Order for costs only was made (12).
- B. There were 8 cases in which the Tribunal found none of the allegations to have been substantiated (0).
- C. The Tribunal considered six applications for restoration to the Roll (0). 5 were refused and 1 was granted.

- D. Orders were made pursuant to Section 43 of the Solicitors Act 1974 in respect of 20 clerks (23).
- E. There were 5 applications for revocation or review of a Section 43 Order (1), of which 4 were granted and 1 was refused.
- F. Orders prohibiting restoration to the Roll without the consent of the Tribunal were made in respect of 4 former solicitors (2).
- G. 2 applications were made to determine a period of indefinite suspension (2), which were both refused.
- H. In 14 cases a Direction made by the Solicitors Regulation Authority was ordered to be treated as an Order of the High Court for the purposes of enforcement (5).
- I. 5 applications were withdrawn (2). (An application may not be withdrawn without the consent of the Tribunal.)

### **Solicitors' Employees**

The table below shows an overview of the Orders made by the Tribunal in respect of solicitors' employees (including applications for revocation of Section 43 Order) for the last six years.

2006	8
2007	19
2008	17
2009	19
2010	24
2011	25

## THE COST OF RUNNING THE TRIBUNAL

The cost of running the Tribunal for the last six years was as follows:

<b>Calendar Year</b>	<b>Total (£000)</b>	<b>Annual cost per practising solicitor (£)</b>
2005	863	8.63
2006	1,009	8.77
2007	1,049	9.12
2008	1,193	10.37
2009	1,918	16.67
2010	1,903	16.54

For 2004 – 2005 the annual cost was based on an average of 100,000 practising solicitors. The number of Practising Certificates issued by The Law Society for the year to November 2006 was approximately 115,000 and the annual cost per practising solicitor was based on this figure for the years 2006 to 2010.

Since 1<sup>st</sup> July 2008 the Tribunal has been responsible for all of its administrative costs within a budget approved by the Legal Services Board.

**ACCOUNTS FOR THE YEAR TO 31 DECEMBER 2010**

	<b>Expenditure for year to 31 December 2010</b>	<b>Budget 2011 approved by the Legal Services Board</b>
<b>Staff salary and related costs</b>		
Salaries, NIC, pension	429,623	449,048
Employers NI & Pension costs and Group Finance	84,633	179,193
Other staff costs	72,805	50,000
<b>General administration costs</b>		
Printing, stationery	17,934	30,000
Postage, Courier	35,340	35,000
Solicitor & Lay Members remuneration	415,893	522,900
Solicitor & Lay Members expenses	110,465	142,500
HR/Other professional fees	39,500	22,600
IT support & website (for 2010)	41,750	34,790
Catering	13,578	20,000
Legal fees	71,300	75,000
Financial controller/audit	39,985	36,000
AGM/Training Days/Board Meetings	28,062	35,700
Law Library	17,234	18,433
Other (inc. contingency for 2010)	5,987	51,396
<b>Building costs</b>		
Rent, rates, service charge	324,218	319,662
Group facilities inc. insurances	22,761	25,000
Maintenance/Other	31,209	29,500
Irrecoverable VAT	101,121	100,000
<b>Total</b>	<b>1,903,398</b>	<b>2,176,722</b>

## **APPOINTMENT AND RETIREMENT OF MEMBERS IN 2010/2011**

The following Solicitor and Lay Members were re-appointed by the Master of the Rolls during the year under review: Mr Richard Bamford, Mr Michael Baughan, Lady Bonham Carter, Miss Teresa Cullen, Mr Gerald Fisher, Mr David Gilbertson, Mr Laurence Gilford, Mr Anthony Gibson, Mr Andrew Holmes, Mr David Marlow and Mr Andrew Spooner.

The following members have retired from the Tribunal: Mr Anthony Isaacs, Mr Adrian Gaynor-Smith, Mr William Hartley, Mr Nicholas Pearson and Mrs Caroline Pickering.

Brief biographical details of the current members of the Tribunal Members and staff appear on pages 25 to 38 of this report.

## **Explanation and Details of some aspects of the Tribunal's work**

### **Speed of Process and Duration of cases**

1 So far as the Tribunal is concerned, a case starts with the lodgement of an application and a Statement made under Rule 5/Rule 8 of the 2007 Rules delivered by the Applicant to the Tribunal. The matter is then considered to determine whether a case to answer is made out. Assuming a case on the papers is made out, the Statement is served on the Respondent by the Tribunal together with at least six weeks notice of a pre-listing day when the parties are requested to indicate whether or not the allegations are admitted, the anticipated length of hearing and dates to avoid. A substantive hearing date is fixed on or after the pre-listing day.

2. A survey of all cases heard substantively during the period under review shows that 30.5 % were concluded within six months of being filed with the Tribunal. A further 50 % were concluded between six months and one year. The Tribunal's written Order is handed down at the conclusion of the hearing.

49 cases were outstanding for more than one year (45 cases at the end of the previous year). An earlier substantive hearing was not achieved for a number of reasons including: preliminary procedural and human rights challenges; the filing of one or more Supplementary Statements adding to the allegations already made; the ill health of the Respondent; or parallel proceedings either in the criminal or civil courts where it would be inappropriate to proceed with the disciplinary hearing until the conclusion of those parallel proceedings.

Some cases may be delayed because the Applicant or Respondent (or both) is not ready to proceed, most often in cases where the allegations are not admitted or, for example, further disclosure of documents is necessary.

3. Time limits apply for the service of notices under the Civil Evidence Act and in connection with other procedural matters. The Tribunal expedites cases if the parties seek an early substantive hearing date.

4. The hearing date for a case estimated by the parties to be lengthy (extending over more than one day) will depend on the availability of the parties, advocates, witnesses and Tribunal Members and the listing of other cases requiring courtroom accommodation and the services of a clerk. The Tribunal has seen an increase in the length and complexity of cases. There have been a number of matters where preliminary issues have had to be resolved, for example issues of legal professional privilege, claims of unreasonable delay by the Applicant in bringing the matter to the Tribunal, and whether a hearing should take place in private.

5. 76 cases took one hearing day or more to conclude. Of these, 55 cases took one day, 13 cases took two days, 6 cases took three days, 1 case took 4 days

and 1 case took 8 days. These more lengthy cases took up 111 (36%) sitting days compared to 111 (56%) in the previous year. The Tribunal often sits from 9.30 a.m. to 5.00 p.m. or later to ensure the timely conclusion of matters.

**ANALYSIS OF SUBSTANTIATED ALLEGATIONS AGAINST SOLICITORS  
DURING THE YEAR UNDER REVIEW**

Allegations may be framed in different ways broadly categorised in seven groups below. Across all the categories specified dishonesty and/or a failure to exercise probity, integrity and trustworthiness was found in 20% of cases (21% last year).

**SOLICITORS**

The allegations were broken down into the following groups:

**A CRIMINAL CONVICTIONS**

**B SOLICITORS ACCOUNTS RULES BREACHES**

**C CLIENT MONEY**                      improper utilisation  
misappropriation

**D FAILURES**                              failure to pay counsel's/agent's fees  
failure to comply with undertaking  
failure to comply with SRA direction/resolution  
failure to account  
failure to provide costs information  
failure to supervise  
failure to comply with Solicitors' Separate Business  
Code 1994  
failure to respond to SRA/others  
failure to comply with Solicitors' Indemnity  
Insurance Rules

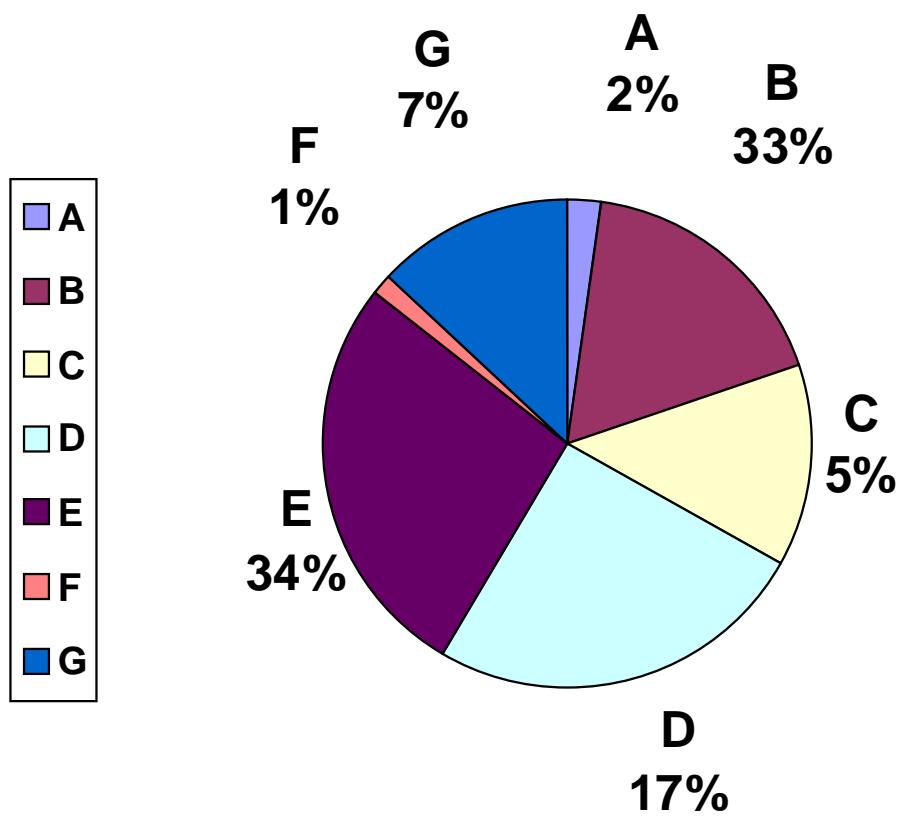
**E BREACHES**                              breach of duty to the court/misleading the court  
breach of s.34 Solicitors Act 1974 (Accountant's  
Reports)  
breach of condition on Practising Certificate  
breach of Solicitors' Practice Rules 1990  
breach of duty of good faith to others/SRA  
breach of professional duty (failure to disclose)  
breach of restriction on employment of struck  
off/suspended solicitor  
breach of Legal Aid Regulations  
breach of Solicitors' Introduction and Referral  
Code 1990  
breach of Solicitors' Publicity Code 1990 & 2001

**F DELAYS**

delay in delivery of papers  
delay in professional business

**G OTHER**

**Includes:**  
making false documents  
no Practising Certificate  
conflict of interest  
costs not justified (overcharging)  
abandonment of practice



## **Solicitors struck off the Roll**

79 Solicitors were struck off the Roll in the year under review. Examples of conduct leading to a striking off were where:-

- Respondents were found dishonestly to have misappropriated clients' Money
- Respondents had a criminal conviction
- Respondents charged success fees in circumstances where the Tribunal found it was improper to do so
- Respondents grossly misled clients
- Respondents failed to discharge their professional duties honestly and reliably

**The Tribunal Ordered that a solicitor, who was found to have acted dishonestly by using client monies for his own purposes and making false statements to accountants by claiming to have authority from the clients to transfer the money, be struck off the Roll.**

## **Suspension from practice**

16 Solicitors were suspended indefinitely

29 Solicitors were suspended for one year or more

7 Solicitors were suspended for less than one year

These are cases where the solicitor's offences were very serious but not considered sufficiently serious to justify permanent removal of a right to practise. Included in such cases are those where the Respondent suffered from a serious illness affecting his ability to serve his clients properly. In the case of an indefinite suspension, the solicitor may apply for the period of suspension to be brought to an end by showing that he was fit to be a solicitor.

**A solicitor was suspended indefinitely for providing such a poor service to the Executors of a deceased client's estate that it amounted to misconduct. In addition to this the solicitor had demonstrated failures in several areas, including inadequate supervision of staff and lack of co-operation with the SRA.**

## **Fines**

119 solicitors were subject to Orders imposing fines upon them. Fines ranged from £500 to £20,000

Fines are payable to H.M. Treasury and totalled in the year under review £765,000 (£862,250 in the previous year)

Fines can be imposed in a wide variety of cases. Under the Legal Services Act 2007, the limit on the amount of fine which may be imposed by the Tribunal has been lifted to an unlimited amount.

**A solicitor who failed to ensure that a client was advised to take independent advice and acted for that client where there was a conflict of interest was fined £4,000.**

## **Reprimand**

36 solicitors were reprimanded.

**A solicitor held or received client money but failed to deliver an accountant's report for the period during which it was held. Taking into account all the circumstances of the case, whilst there had been a breach of the Solicitors' Accounts Rules, no client had suffered and the breach had been corrected. The Tribunal ordered that the solicitor be reprimanded.**

## **Restoration to the Roll**

The Tribunal considered 6 applications for restoration to the Roll. 5 were refused and 1 was granted.

**Application for restoration to the Roll was granted to a solicitor who had been struck off for incompetence rather than for dishonesty, and who had since demonstrated evidence of extensive rehabilitation and commitment to the legal profession. However the Tribunal recommended that conditions be imposed on the solicitor's practising certificate.**

**When considering its decision the Tribunal had taken certain factors in account. These factors included the number of years since the order striking off the solicitor, evidence of rehabilitation, evidence of employment and future intentions including offers of employment.**

It is unusual for an application for restoration to the Roll to be successful. Where the strike off order was made in respect of dishonesty on the part of a solicitor, he faces an almost insurmountable obstacle to his restoration to the Roll.

**Performance Statistics  
May 2010 – April 2011**

**Performance Measure 1 - Issue of Proceedings - In 85% of cases, proceedings to be issued or notification of non-certification sent to the Applicant within 10 calendar days of date of receipt of Originating Application at the SDT**

(figures in brackets represent number of cases received)

May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Yearly
65% (29)	70% (17)	52% (21)	67% (24)	63% (22)	90% (21)	78% (23)	53% (17)	90% (10)	92% (14)	77% (18)	55% (9)	<b>71% (225)</b>

**Performance Measure 2 - Determination by Hearing - In 70% of cases determination of application, by substantive hearing or otherwise, to take place within 6 months from the date of issue of proceedings**

(figures in brackets represent number of cases heard)

May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Yearly
25% (12)	50% (18)	53% (15)	16% (6)	46% (39)	23% (30)	62% (32)	31% (32)	45% (24)	29% (17)	40% (27)	0% (7)	<b>35% (259)</b>

**Adjournment Analysis**

Note: An analysis of adjournments for January - April 2011 has been carried out. Adjournments have a significant impact on the SDT's ability to manage its case load effectively. Late applications for adjournment result in wasted court time which the Tribunal is unable to fill. The figures above also reflect availability of parties and advocates. In short the Tribunal is able to offer hearing dates within the target period, but those dates are not acceptable to the parties for wide-ranging reasons.

Applications		30							
<b>Applicant</b>	9	30%		<b>Granted</b>	8		<b>Refused</b>	1	
<b>Respondent</b>	20	67%		<b>Granted</b>	10		<b>Refused</b>	10	
<b>Tribunal</b>	1	3%		<b>Granted</b>	1		<b>Refused</b>	0	
<b>Total</b>	<b>30</b>	<b>100%</b>			<b>19</b>	<b>63%</b>		<b>11</b>	<b>37%</b>

Reasons			
	Ill health of Respondent	8	27%
	Unavailability of SRA witness	3	10%
	Late/non service of documents	3	10%
	Other matters pending	3	10%
	Criminal proceedings pending	4	14%
	Discussions with SRA	1	3%
	Case over run	1	3%
	Inadequate time estimate	1	3%
	Respondent not ready	6	20%

### Performance Measure 3 - Average Cost per Court

A maximum of 3 courts can be run on a single day, for example 3 courts running each day for one week would equate to 15 courts.

The figures below represent the cost per court (figures in brackets represent total number of courts run in month).

	May	Jun	July	Aug	Sep	Oct	Nov
<b>No. of courts</b>	21	17	16	6	43	44	34
<b>Monthly total spend</b>	£153,219	£177,168	£158,381	£116,143	£190,689	£204,622	£182,599
<b>Cost per court</b>	£7,296.14	£10,421.64	£9,898.81	£19,357.16	£4,434.62	£4,650.50	£5,370.55

	Dec	Jan	Feb	Mar	Apr	Yearly Total
<b>No. of courts</b>	26	22	18	33	26	<b>306</b>
<b>Monthly total spend</b>	£209,599	£149,515	£146,762	£167,382	£167,382	<b>£2,023,461</b>
<b>Cost per court</b>	£8,059	£6,796.13	£8,153.44	£5,072.18	£6,992.07	<b>£6,612.61</b>

### Performance Measure 4 - Production of Findings and Decision - In 80% of cases the Judgment (previously Findings and Decision) to be served on the parties within 7 weeks of the final determination of the application

(figures in brackets represent number of cases heard)

May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Yearly
25%	39%	6%	66%	25%	16%	6%	31%	58%	94%	67%	71%	<b>42%</b>
(12)	(18)	(15)	(6)	(39)	(30)	(32)	(32)	(24)	(17)	(27)	(7)	<b>(259)</b>

## Performance Measure 5 – Appeals

Number of SDT decisions appealed by either the Applicant or the Respondent or both, and outcome.

Tribunal reference	Respondent	Comments
9340-2005	Obi	Awaiting hearing date
9697-2007	Thaker	Respondent's appeal allowed, remitted to SDT for rehearing
9877-2008	Ward Dewhurst	Awaiting hearing date
9942-2008	Dennison	SRA appeal allowed, Respondent struck off
9952-2008	Okoro	Awaiting hearing date
9989-2008	Wilson	Awaiting hearing date
9993-2008	Ellis-Carr	Appeal against refusal to restore to the Roll awaiting hearing date
10000-2008	Field	Appeal against costs order only, awaiting hearing date
10049-2008	Rahman	Awaiting hearing date
10055-2008	Iqbal	Awaiting hearing date
10069-2008	Respondent X	Respondent's appeal allowed, remitted to Tribunal for rehearing
10090-2008	Hazleburst et al	Respondents' appeal allowed.
10099-2008	Aaronson	Awaiting hearing date
10104-2008	Kontor	Awaiting hearing date
10115-2008	Spence	Awaiting hearing date
10140-2008	Ghanti	Respondent's appeal dismissed
10177-2010	Suleman	Awaiting hearing date
10218-2009	Davis & McGlinchey	SRA appeal dismissed
10311-2010	Faniyi	Awaiting hearing date
10324-2009	Gurpinar	Awaiting hearing date
10336-2009	Javed	Awaiting hearing date
10359-2009	Rocha-Afodu	Appeal and cross-appeal awaiting hearing date
10376-2009	Pabla & Pabla	Awaiting hearing date
10393-2009	Hayward & Tinkler	Awaiting hearing date
10414-2010	Harris	Respondent's appeal dismissed
10443-2010	Adeeko	Awaiting hearing date
10454-2010	Robinson and Crompton	Awaiting hearing date
10464-2010	Slater	Awaiting hearing date
10502-2010	Levy	Respondent's appeal Dismissed
10511-2010	Patel	Awaiting hearing date
10594-2010	Maistry	Awaiting hearing date
10606-2010	Ali	Appeal against decision to revoke S.43 Order awaiting hearing date
10608-2010	Rahman	Awaiting hearing date
10631-2010	Agim	Awaiting hearing date

## **BIOGRAPHICAL DETAILS**

### **Solicitor Members** **(In Alphabetical Order)**

#### **James Astle**

Admitted as a solicitor in 1977. Member of Tribunal since 2009.  
Assistant Solicitor (Planning and Highways Law) Leicestershire County Council 1977/8. Prosecuting Solicitor Thames Valley Police Authority 1978/9.  
Solicitor and Partner (1982) Darbys Solicitors LLP, Oxford, 1980 to date.  
Practice includes town and country planning, licensing, regulatory/discipline & crime. Head of crime team since 1988. Duty Solicitor & Higher Courts Advocate (Crime). Deputy District Judge (Magistrates' Court) since 2000. Deputy Traffic Commissioner since 2008.

#### **Richard B. Bamford**

Admitted as a solicitor in 1964. Member of Tribunal since 1984.  
Joined present Cambridgeshire private client practice in 1965; partner 1966; senior partner 1989 to 2005 now a consultant to this firm. 50% of time since 1987 spent on administration and legal aspects of (inter alia) navigation on the River Cam and flood defence and land drainage for the Fens area around Ely, and the balance engaged on trust and property matters.

#### **Alison Banks**

Admitted as a solicitor in 1993. Member of Tribunal since 2006.  
Previously partner in High Street practice specialising in personal injury and general litigation. Now concentrates exclusively on criminal defence litigation. Duty Solicitor.

#### **Jeremy N. Barnecutt (President)**

Admitted as a solicitor in 1976. Member of Tribunal since 1994.  
Partner in a London firm specialising in Chancery litigation, contentious and non-contentious probate work.

#### **J. Colin Chesterton**

Admitted as a solicitor in 1980. Member of Tribunal since 1994.  
Consultant in a firm in Devon, Somerset and Dubai.  
Until 2009 in general High Street practice. Work now almost exclusively Deputyships in the Court of Protection for serious head injury clients and some CSA appeals and welfare work.

### **Teresa Cullen**

Admitted as a solicitor in 1983. Member of Tribunal since 1999.

A partner in a West End firm. Specialises in Matrimonial/litigation. Family mediator (Resolution), Civil and Commercial Law Mediator (ADR Group). Assessor on Family Law Panel. In practice for over 20 years. Member of The Law Society Family Law Panel (Advanced).

### **J. Peter Davies**

Admitted as a solicitor 1981. Member of Tribunal since 2001.

A partner in firms in London and Cardiff until 1998 when he set up niche litigation practice in Cardiff specialising in professional negligence and personal injury work: Deputy District Judge since 1992. President of The Adjudication Panel for Wales.

### **Jacqueline Devonish**

Admitted as a solicitor in 1991. Member of the Tribunal since 2006.

Private practice in London since qualification. Two partnerships since 1994 as a "High Street" practitioner in general civil litigation, family, wills, education and conveyancing. Chair of Governors to a primary school, Governing Body Clerk for London Borough of Brent, and Independent Appeal Panel Clerk for the London Borough of Barking & Dagenham. More recently prosecuting for the government agency VOSA. Also a member of the CIPFA quality assurance panel.

### **Ken Duncan**

Admitted as a solicitor in 1971. Member of Tribunal since 2006.

Partner in a City firm from 1977 to date. Specialises in Property litigation. Deputy District Judge since August 2000.

### **Michael Fanning**

Admitted as a solicitor in 1993. Member of Tribunal since 2009.

Sole practitioner solicitor-advocate (criminal courts) based in the Lake District and specializing in criminal litigation. Sits as a Deputy District Judge (Magistrates Courts).

### **Ashok Ghosh**

Admitted as a solicitor in 1985. Member of the Tribunal since 2010.

Partner in a City firm specialising in acting for investment banks in Project Finance. In partnership successively in three City firms, including a U.S.firm. Formerly senior commercial solicitor at London Transport, legal aid litigation solicitor in a London high street firm, in-house solicitor at two London Borough Councils and at the Greater London Council. Fellow of the Chartered Institute of Arbitrators.

### **Anthony G. Gibson**

Admitted as a solicitor in 1965. Member of Tribunal since 1980.  
Partner in a six partner family practice in Newcastle established in 1720. President of Newcastle Incorporated Law Society 1989-90. Practises mainly in family law, commercial conveyancing and trusts. Member of STEP (Society of Trust and Estate Practitioners).

### **Laurence N. Gilford**

Admitted as a solicitor in 1973. Member of Tribunal since 1999.  
Specialising in civil/commercial Litigation. In partnership in total of four central London/City firms since 1976.  
Appointed Deputy District Judge in December 1991.

### **David Glass**

Admitted as a solicitor in 1969. Member of Tribunal since 2006.  
Partner in Cheltenham firm 1973 – 2006, now consultant with same firm.  
Specialised in litigation and family work. Deputy District Judge since 1999.  
Member Legal Services Consultative Panel. Treasurer Gloucestershire and Wiltshire Law Society.

### **Dominic Green**

Admitted as a solicitor in 1993. Member of Tribunal since 2006.  
Partner in Westminster firm, specialising in media related disputes, intellectual property litigation and defamation. Previously Head of Media and Entertainment in Soho W1 firm and partner for 5 years in music and media practice in Covent Garden, WC2.

### **Richard Hegarty**

Admitted as a solicitor in 1974. Member of Tribunal since 2009.  
Senior Partner of Peterbrough firm. Specialises in commercial property and solicitor regulation, expert witness for prosecuting authorities in relation to property related fraud and money laundering.

### **A. H. Boyd Holmes**

Admitted as a solicitor in 1976. Member of Tribunal since 1999.  
Managing partner of a Carlisle firm from 1989 to 2011; now a consultant.  
Undertakes property and trust work. Member of CLARITY (Campaign to Simplify Legal English) and STEP (Society of Trust and Estate Practitioners) from their inception. Interest in law firm management, with MBA degree with Distinction.

### **Paul Housego**

Admitted as a solicitor in 1978. Member of Tribunal since 2009.  
Trained in the City after Cambridge, and then moved to Devon where he has been at the same practice for many years undertaking a variety of work. He has been

senior partner there for the last 10 years or so. He now specialises in employment work for clients all over the country, and has sat as an Employment Judge since 1992. In addition to sitting on the SDT he is also a chair of the Professional Conduct Committee of the Architects Registration Board.

### **David J. Leverton**

Admitted as a solicitor in 1958. Member of Tribunal since 1992.

Largely retired from his former firm but remains in practice carrying out consultancy work. Former Managing Partner of a Lincoln's Inn firm. Senior litigation lawyer in the practice: wide cross-section of litigation experience before becoming a family law specialist twenty five years ago. Wide experience of proceedings in Court and before tribunals: one of the original members of the former standing committee set up by The Law Society and the Court of Protection to advise on changes in procedure and the conduct of business in that Court.

### **Nicola Lucking**

Admitted as a solicitor in 1974. Member of Tribunal since 2006.

Partner since 1981 with country practice based in the Norfolk Broads. Specialises in commercial and residential property work. Special interest in social housing. Director of St. Matthew Housing and Circle Anglia and Chair of Wherry Housing Association. Member of the Corporation of Paston College.

### **Jane Martineau**

Admitted as a solicitor in 1974. Member of Tribunal since 2006.

Expertise in the fields of insurance, professional indemnity and shipping disputes. A trained mediator and member of ADR Chambers UK.

### **Christopher Murray**

Admitted as a solicitor in 1972. Member of Tribunal since 2009.

Senior Partner in London firm. Expertise in the fields of criminal law and fraud.

### **Edward Nally**

Admitted as a solicitor in 1980. Member since 2009.

Senior Partner of Fieldings Porter Solicitors of Bolton, a large regional firm where he specialises in Commercial Property and Charity Law.

President of The Law Society of England and Wales from 2004 – 2005, having previously chaired the Main Board and Standards Board of The Law Society.

Chaired the Regulation Working Party set up as a special task force to review the Rules of Conduct of Solicitors. The fruit of that work was the Solicitors Code of Conduct 2007. Judicial Appointments Commissioner 2006 – 2011. Governor of The College of Law 2004 to date. Council Member of The International Bar Association and Member of the IBA Management Board 2006 – 2010. Member – Legal Services Board 2011 to date. Lectured widely on a range of professional and practice matters.

### **Richard Nicholas**

Admitted as a solicitor in 1979. Member of Tribunal since 2006.  
Partner in Merseyside firm. Senior Partner since 1989. Specialises in mental health and human rights work. Legal Services Commission Peer Reviewer and part time President of the Mental Health Review Tribunal.

### **David Potts**

Admitted as a solicitor in 1977. Member of Tribunal since 2006.  
A consultant Solicitor specialising in Property Litigation in a regional commercial firm with offices in Nottingham, Birmingham and London. Previously a partner in two practices and for a number of years an in-house solicitor. Broad overall experience of civil and criminal litigation and also non-contentious work. Experienced practice manager.. Since 1999 a County Court Deputy District Judge. In 2006 appointed Solicitor Advocate (Higher Courts Civil Proceedings).

### **Robert Prigg**

Admitted as a solicitor in 1995. Member of Tribunal since 2009.  
Solicitor in a four partner high street practice, specialising in Family and Civil Litigation. Member of the Law Society's Advanced Family Law Panel, a Family Law Peer Reviewer for the Legal Services Commission and sits as a Deputy District Judge (Civil) on the Midlands Circuit. He is also a Governor of his children's school.

### **Edward Richards**

Admitted as a solicitor in 1993. Member of Tribunal since 2006.  
Litigation partner in west country firm since 1996. Undertakes a range of civil litigation work. Member of the Personal Injury Panel. Devon and Exeter Law Society Mediator. Notary Public.

### **Matthew Sibley**

Admitted as a solicitor in 1992. Member of Tribunal since 2009.  
Consultant in a firm in Sheffield, London and Brussels. Specialised in corporate bank matters, development and property finance and project finance. A Lay Chair for the Yorkshire NHS Post Graduate Deanery and business advisor to Sheffield County Council.

### **Andrew N. Spooner**

Admitted as a solicitor in 1978. Member of Tribunal since 1999.  
Former Head of Commercial Litigation at a Birmingham firm and member of its Management Board. Specialises in major commercial disputes and now works as a specialist litigation consultant.. Member of the Association of Midlands Mediators. Deputy District Judge.

**Elodie Stanley**

Admitted as a solicitor in 1980. Member of the Tribunal since 1994.  
In partnership in three central London firms since 1983. Deals with all aspects of property law (residential and commercial) and specialises in leasehold reform and enfranchisement.

**Simon Tinkler**

Admitted as a solicitor in 1993. Member of Tribunal since 2009.  
Partner in major international law firm since 2000, specialising in transaction private equity work and mergers and acquisitions. Elected as managing partner of corporate practice in London in 2010.

**Karen Thompson**

Admitted as a solicitor in 1987. Member of Tribunal since 2009.  
Private practice in Westminster firm until relocating to Dorset in 1991. Partner in large regional firm since 1994 specialising in personal injury and clinical negligence. Now full time Compliance and Risk Partner with emphasis on regulatory work. Also had earlier career as a nurse.

**Karen Todner (Solicitor Vice President)**

Admitted as a solicitor in 1987. Member of Tribunal since 2002.  
Senior Partner in Criminal and Mental Health Practice, established in 1990. Duty Solicitor. Member of Serious Fraud Panel. Member of London Criminal Court Solicitors Association and Criminal Law Society Solicitors Association. President of Mental Health Review Tribunals.

**Roger Woolfe**

Admitted as a solicitor in 1970. Member of Tribunal since 2002.  
Partner in Holborn firm since 1971. Senior Partner since 1994. Specialises in commercial property work. Particular interest in rules and ethics of the solicitors' profession as Committee Member of City of Westminster and Holborn Law Society.

**Lay Members**  
**(In Alphabetical Order)**

**Lucinda Barnett**

Member of Tribunal since 2009.

Qualified as teacher, former Civil Servant. JP since 1986 (adult, youth and family courts). Deputy chairman, then Chairman, Magistrates' Association, 2002 – 2008; member (in the latter role) of the Judges' Council and its Executive Committee, Magisterial Committee of the Judicial Studies Board, joint chairman of the National Sentencer Probation Forum. Appointed independent member, Parole Board 2010. School governor for 12 years, Chairman of Governors 2000 – 2005. Independent Monitoring Board member for nine years – Chairman of Board, HMP Downview, 1997 – 2000. Committee experience:- Area Child Protection, South East London Probation, Lord Chancellor's Advisory Committee.

**Michael C. Baughan**

Member of Tribunal since 1990.

Retired from Lazards where he was a Managing Director from 1986 to 1999. Governor of Westminster School, Governor of Haberdashers' Aske's Federation. Consultant to Penfida LLP.

**Lady Bonham Carter**

Member of Tribunal since 1980.

Born and raised in USA until came to the UK as a teenager.  
Served as a JP in Greenwich and Woolwich from 1966 -1990.  
A member of the Immigration Appeals Tribunal 1970 - 2002.

**Nalini Chavda**

Member of Tribunal since 2006.

35 years business experience gained from Department of Work and Pensions as a Senior Executive Officer.

Successful completion of two high profile secondments, BBC Coventry and Warwickshire Radio and Training Enterprise Council.

Wide experience in Diversity, Disability, Tribunal and Court work.

Justice of the Peace since 1989.

Member of the Employment Tribunal since 1999.

Member of the Chartered Institute of Public Finance and Accountancy Disciplinary Committee since 2007.

Appointed as Lay Race Assessor to the County Courts in 2009

Member of Nursing & Midwifery Council Fitness to Practice Committee in 2009.

**Gerald Fisher (Lay Vice President)**

Member of Tribunal since 1999.

35 years experience in personnel work in industry, finally as Group Personnel Director of a FTSE 100 Company.

Currently a member of Employment Tribunals, the Central Arbitration Committee and the Disciplinary Committees of CIPFA, The Royal Pharmaceutical Society and the Institute of Legal Executives. Formerly Deputy Chairman of Aston University and a Member of the Regulatory Decisions Committee of the Financial Services Authority. Wide experience in employment and disciplinary matters in industry and commerce.

**David Gilbertson QPM**

Member of the Tribunal since 1999.

Retired as a Deputy Assistant Commissioner in the Metropolitan Police in 2001 after 30 years service, the last three of which were served as HM Assistant Inspector of Constabulary at the Home Office with responsibility for a wide range of national policy matters. He is now a partner in an international consultancy which specialises in change management for large organisations.

Awarded the Queens Police Medal in 1999, he was previously responsible for all police operations in north and west London. During a varied career, he has been a visiting lecturer at the City University, New York, and was seconded to the New York City Police and the National Peace Secretariat in South Africa.

Member of the Tom Paine Society which is committed to the principles of democracy and freedom.

**Sarah Gordon**

Member of Tribunal since 2002.

A qualified veterinary surgeon and member of the Royal College of Veterinary Surgeons. 10 years experience of general veterinary practice. Employed by Defra since 1991. Veterinary Manager of the Leicester Foot and Mouth Disease Centre in 2001 then Deputy Head of the Defra FMD Claims Unit. Currently Divisional Veterinary Manager of Lincoln State Veterinary Service Animal Health Office.

**Martin Hallam**

Member of Tribunal since 2009.

Formerly a career commissioned officer in the Royal Air Force, specializing in Defence Intelligence, and held senior Board level positions on a number of Ministry of Defence Executive Agencies. Latterly as Chief Executive of the Defence Geospatial and Imagery Intelligence Agency. Graduate of the Staff College and attended the Royal College of Defence Studies, London. Currently a Justice of the Peace sitting on the South Somerset and Mendip Bench.

### **Stuart Hill**

Member of the Tribunal since 2009.

After 21 years of engineering research and development and technology management became Managing Director of British Rail Production Services in 1993; Chief Executive of HM Land Registry and Chief Land Registrar in 1996, and Chief Executive of the House Builders Federation in 1999.

Then joined AEA Technology plc in 2000, initially as Managing Director of the Environment Division, then Managing Director of the Rail Division. During this time also Chairman of two subsidiaries, Kinectrics Inc in Canada, and AEA Rail BV in Holland, and governor of schools in Culham and Derby.

Established Kynnersley Management Services in 2007 to provide business and technical consultancy.

### **Stephen Howe**

Member of Tribunal since 2006.

Retired Manager for Waitrose Ltd. Non-Executive Director for HMCS Regional Risk and Audit Committee South West Region. Member of Hampshire and Isle of Wight Courts Boards. Justice of the Peace since 1981.

### **John Jackson**

Member of Tribunal since 2002.

Formerly Company Secretary of British Gas and Clerk to Dulwich College in South London, now a member of the Parole Board. Has been a non-executive director in the NHS and a prison visitor and lay assessor and until recently a member of the Council of the Institute of Chartered Secretaries and Administrators. A member of the disciplinary committee of CIPFA (Chartered Institute of Public Finance and Accountancy)

### **David E. Marlow**

Member of Tribunal since 1983.

Chartered Accountant. Formerly Chief Executive of 3i.

### **Stephen Marquez**

Member of Tribunal since 2006.

To 1987 senior manager with Systems Designers International plc.

1987 to 2003 senior manager with CACI Limited. Director of CACI Limited. Executive Vice-President of CACI International Inc.

Formerly a volunteer with The Terrence Higgins Trust. JP 2002 - 2008.

Non-executive Chairman 6pm Holdings PLC (quoted on the Maltese Stock Exchange)

### **Lesley McMahon-Hathway**

Member of Tribunal since 2009.

Non-executive Director and Interim Director, most recently Interim Director of Post Production at ITV, The London Studios. Formerly Director of BBC Post Production, part of BBC Resources Ltd.

Previously, Non-executive Director of the UK Screen Association, the trade body representing service companies working in the film, commercials and television industry in the UK.

Prior to entering the broadcast industry held several Director positions within the printing industry including Managing Director for a group of six specialist printing companies nationwide.

A Business Mentor for the Princes' Trust.

### **Valerie Murray-Chandra**

Member of Tribunal since 2002.

Born Jamaica West Indies, grew-up in UK. Actor, writer, broadcaster, Justice of the Peace at Highbury Corner Magistrates Court, panel member at Inner London and City Family Proceedings Court, Lay Advocate, recent (2001) degree in Law and History, former Probation Committee Member involved with grievance and disciplinary hearings as well as employment selection, former proprietor of property enterprise and currently involved in market research. Committee Member of CIPFA (Chartered Institute of Public Finance and Accountancy)

### **Millius Palayiwa**

Member of Tribunal since 2009.

Educated at the Universities of Rhodesia, London, Oxford and Cardiff.

Has worked as a Chief Officer in a large London Borough, then with International Alert, in international conflict resolution, peace-making and post conflict peace-building. After that he became International Relations Secretary for Quaker Peace and Service, managing two offices, one in London and the Quaker United Nations Office (QUNO) in Geneva, working with "decision makers and policy shapers" to address issues of peace making and peace building in areas affected by armed conflict; addressing the systemic causes of violence at a global level; and trying to create a culture of peace with justice based on nonviolent change.

For the last seven years, he has been the Registrar at Christ Church, Oxford and is now the Director of the Fellowship of Reconciliation (England).

### **Dr Robert Slack**

Member of Tribunal since 2009.

Currently Consultant ENT Surgeon and Undergraduate Medical Dean for Bristol University at Royal United Hospital, Bath. Investigating officer for Medical and Dental Undergraduate Fitness to practice procedures, Bristol University. Previously Council Member, Medical Conduct and Performance Screener and member of Fitness to Practice Committee, General Medical Council 1999 - 2008. Chair of Professional Behaviour Committee, Faculty of Medicine and Dentistry, Bristol University 2006 - 2009.

**Michael Taylor CBE DL**

Member of Tribunal since 2001.

Formerly Managing Director of his own consultancy company. Earlier employed by the Ministry of Defence, mainly in telecommunications, and a graduate of the Royal College of Defence Studies, London. Awarded an MBE in the 1982 Falklands Campaign and a CBE in the 1998 New Year Honours List. Chairman of the Dorset Police Authority, a Non-legal Member of the Immigration & Asylum Tribunal, the Finance & Tax Tribunal and a Deputy Lieutenant of Dorset.

**Paul Wyatt**

Member of Tribunal since 2006.

Managing Director of his own consultancy company in Cornwall dealing with employee relations, employment law and industrial relations. Employment Tribunal and Central Arbitration Committee panel member. Non-executive Director of Cornwall & Isles of Scilly Primary Care Trust.

Trustee and former Chairman of Speakability. Trustee for 15 years with Employment Opportunities for people with disabilities. Now ex officio member of HR and Remuneration Committees.

## Staff (In Alphabetical Order)

### **Elizabeth Aldred**

Operations Manager reporting to The Clerk. Joined the Solicitors Disciplinary Tribunal in August 1995. Responsible for the overall running of the SDT office and management of the administrative team in addition to supporting the Clerk, Deputy Clerks and Members of the Tribunal. Duties include management of the production of written Judgments, maintenance of the database and computerised case management system, editor of the website and preparation of Training Days. BA (Hons) in Law and Business Studies and MSc in Criminal Justice Studies.

### **Susan Bromley**

Full time audio secretary since September 2007 and is responsible for typing the Tribunal's Findings. Previously worked for Kent Police and conveyancing office in firm of solicitors.

### **Catherine Comiskey**

Part-time Deputy Clerk since September 2010. Admitted as a Solicitor in 1989 after taking a degree in Philosophy, Politics and Economics at Oxford (Wadham College) followed by CPE and Law Society Finals at Manchester Polytechnic. Her career has been largely in civil litigation save for three years working part-time as Corporation Secretary in a tertiary college. Appointed as a Deputy District Judge (Civil) in 2008.

### **Paul Condon**

Document & Listing Officer. Joined the Solicitors Disciplinary Tribunal in 2004. Helps the Document and Listing Manager and deputises for her in her absence. Holds a degree in Music with Sound Recording.

### **Christine Donnelly**

Full time Audio Secretary since March 2001. Main responsibility is typing the Tribunal's Findings. Previously worked for a number of City legal practices in varied areas of law over the past twenty years.

### **Wendy Embleton**

Full time audio secretary since May 2010, responsible for typing the Tribunal's Judgments. Previously worked as a legal secretary and in more recent years worked for a charitable organisation in the Human Resources department. Holds an NVQ2 in "Using Information Technology" and is embarking upon part-time study for a BA History degree.

### **Sarah Hopkinson**

Full time Deputy Clerk to the Tribunal since August 2011.

Admitted as a solicitor in 1995, she worked for a variety of High Street firms and specialized in Family law. She worked as a Legal Services Commission Franchise Supervisor and Department Head for a number of years. She combined her career in private practice with part time work as a law lecturer in Adult Education.

### **Susan Humble**

Full time Clerk to the Tribunal since August 2010.

Admitted as a Solicitor in December 1984 after reading Law (LLB) at Bristol University, and sitting the Law Society Finals at the College of Law, Lancaster Gate. She specialized in criminal law during training. Previously a partner in two law firms in Bristol and London specializing in defendant insurance litigation. Immediately prior to joining the SDT, Susan was the Dispute Resolution Manager, Head of the Secretariat of the National Anti-Doping Panel and Company Secretary at Sport Resolutions (UK), a body specialising in the resolution of sports disputes by arbitration and mediation and running sports disciplinary hearings before tribunals. She is also a Member of the Chartered Institute of Marketing having been awarded its Postgraduate Diploma in Marketing in 2001.

### **Lianne Jones**

Administration Assistant. Joined the Solicitors Disciplinary Tribunal in August 2009. Main responsibilities include general administration duties, preparing and monitoring the courts, and providing support to the SDT staff, clerks and members. Other responsibilities include setting up new cases on the case management system, implementing and updating the Tribunal website and creating the monthly Tribunal newsletter.

Edexcel Level 3 BTEC National Diploma for IT Practitioners.

### **Samantha Orsborne**

Full time Deputy Clerk to the Tribunal since August 2011.

Admitted as a solicitor in 1992, after reading law at De Montfort University and sitting the Law Society Finals at Chester College of Law. She worked in private practice from 1992 until 2003, mainly in the Home Counties and specialising in Family/Childcare law. She was on the Family Law Panel and a member of Resolution. Left private practice in 2003 and joined the Practice Standards Unit (PSU) at the Law Society.

### **Samantha Pinto**

Senior Secretary. Joined the Solicitors Disciplinary Tribunal in 2001. Provides secretarial assistance to the Operations Manager. Main responsibilities are to monitor and manage the production of STD Judgments and Memoranda. Completed an ILEX Legal Secretarial course passing with a distinction. Has obtained various

OCR qualifications. Recently completed an ECDL Course at City Lit College in Holborn.

**Anne-Marie Roberts**

Part-time Deputy Clerk since July 2010

Admitted as a solicitor in 1980. From 1980 until 2009 she worked in the administration of legal aid, first with the Law Society, followed by the Legal Aid Board and finally the Legal Services Commission. She was the Secretary to the Commission and Head of its Secretariat.

**Lubna Shuja**

Part-time Deputy Clerk since May 2008.

Admitted as a Solicitor in 1992. Previously a partner and head of litigation in high street practice in Bradford. Specialising in personal injury, civil litigation and matrimonial. Also a mediator and a member of the Association of Midlands Mediators.

**Joanne Thomas**

Listing and Document Manager. Joined the Solicitors Disciplinary Tribunal in June 2010. Main responsibilities include listing of cases, members' rota and answering general correspondence. Trained First Aid Officer. Previously worked at Bedford Magistrates' Court, Crown Prosecution Service and as a Barristers' Clerk between 1987 and 2002. BTec National Diploma in Business and Finance 1992.

**Amy Wardle**

Administration Assistant. Joined the Solicitors Disciplinary Tribunal in May 2010. Main responsibilities include general administration duties, preparing and monitoring the courts, and providing support to the SDT staff, clerks and members. Other responsibilities include setting up new cases on the case management system, and providing focused Administration support to the Listing and Document Manager. ILEX Legal Secretarial Certificate and various other OCR qualifications including shorthand.