

Rebecca Dao

Employee

7178105

[Employee-related decision Date: 13 March 2025](#)

Decision - Employee-related decision

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

Outcome date: 13 March 2025

Published date: 15 May 2025

Firm details

Firm or organisation at time of matters giving rise to outcome

Name: Ellis Jones Solicitors LLP

Address(es): Sandbourne House, 302 Charminster Road, BOURNEMOUTH, BH8 9RU

Firm ID: 512098

Outcome details

This outcome was reached by SRA decision.

Decision details

Rebecca Qui Dao, who is not a solicitor, was employed by Ellis Jones Solicitors LLP, a licensed body, whose head office is at 302 Charminster Road, Bournemouth, Dorset BH8 9RU (the firm) between 15 November 2021 and 29 September 2023.

A finding of dishonesty was made against Ms Dao and she was made subject to a disqualification order under section 99 of the Legal Services Act 2007.

The SRA has disqualified Ms Dao 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

Ms Dao was employed as a paralegal by the firm from 15 November 2021 until her resignation on 29 September 2023.

On 31 July 2023, Ms Dao applied for a training contract with the firm having been unsuccessful the previous year. Ms Dao's application was accompanied by a letter dated 30 July 2023 and a CV. Ms Dao stated in the application email that "I...believe that my qualifications, education and professional experience reflect my suitability for the position." Ms Dao's CV contained reference to the Legal Practice Course (LPC) and the dates she had attended were given as 2020 – 2023. Ms Dao was interviewed by the firm on 23 August 2023.

During the interview Ms Dao stated that she had received a pass in her LPC. On 11 September 2023 the firm's HR administrator asked Ms Dao to confirm she had passed the LPC and to provide a copy of her LPC certificate. Ms Dao replied that she had passed her LPC and was searching for her LPC certificate to send to the firm. On 12 September 2023, Ms Dao admitted to the firm that she had not passed her LPC.

It was found that:

Between 30 July 2023 and 13 September 2023, when applying for a training contract, Ms Dao told the firm that she had passed the LPC when she knew that was not the case.

Our decision on sanction

Ms Dao's conduct breached relevant duties that applied to her as an employee of the firm, namely, Principles 4 and 5 of the SRA Principles 2019.

It was found that it would be undesirable for Ms Dao 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.

Ms Dao was disqualified from holding any of these roles.

She was also directed to pay costs of £600.

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