

**Mah Noor**  
**Employee**  
**7248553**

[Employee-related decision Date: 9 May 2025](#)

**Decision - Employee-related decision**

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

Outcome date: 9 May 2025

Published date: 15 May 2025

**Firm details**

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

Name: DAS Law Limited

Address(es): Unit 4A, Greenway Bedwas House Industrial Estate, Bedwas, Caerffili, CF83 8DW

Firm ID: 423113

**Firm or organisation at date of publication**

Name: ARAG Law Limited

Address(es): Unit 4A, Greenway Bedwas House Industrial Estate, Bedwas, Caerffili, CF83 8DW

Firm ID: 423113

**Outcome details**

This outcome was reached by SRA decision.

**Decision details**

Ms Mah Noor, also known as Esha Mah-Noor, whose last known address was in Bristol.

Ms Mah Noor is a person who was involved in a legal practice but is not a solicitor.

**Summary of decision**

The SRA has put restrictions on where and how Ms Mah Noor can work in an SRA regulated firm. It was found that Ms Mah Noor, 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 her part that it is undesirable for her to be involved in a legal practice in any of the ways described in the order below.

### **The facts of the case**

On 10 May 2024, whilst working as a paralegal for DAS Law Limited in a team providing general legal advice by telephone to insurance policyholders, Ms Mah Noor falsely recorded that she had left voicemails for customers when either no message had been left or no call had been made to the customers, and in doing so, she acted dishonestly.

### **Decision on outcome**

An order pursuant to section 43(2) of the Solicitors Act 1974 was imposed as Ms Mah Noor's conduct meant that it was undesirable for her to be involved in a legal practice without the SRA's prior approval. The order pursuant to section 43 was made with effect from the date of the letter or email notifying Ms Mah Noor of this decision:

Ms Mah Noor's conduct was serious because it involved dishonest conduct whilst working as a paralegal in a legal practice.

Ms Mah Noor was also ordered to pay a proportion of the SRA's costs of £ 1,350.

### **What our Section 43 order means**

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

except in accordance with the SRA's prior written permission.

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