

Nicholas Gittins

Employee

7052161

[Employee-related decision Date: 28 April 2025](#)

Decision - Employee-related decision

Outcome: Approval of employment (section 43)

Outcome date: 28 April 2025

Published date: 13 November 2025

Firm details

Firm or organisation at date of publication

Name: Kinetic Law Limited

Address(es): Suite 2, Unit 2D Phoenix Business Park, Blakewater Road,
Blackburn, BB1 5RW

Firm ID: 627329

Outcome details

This outcome was reached by SRA decision.

Decision details

I have decided to grant approval under Section 43 of the Solicitors Act 1974 to Kinetic Law Limited to employ Mr Nicholas Gittins as a paralegal subject to the following conditions:

- i. Mr Gittins' employment at the firm is limited to that described in the firm's application of 16 January 2025.
- ii. Mr Gittins' supervision is as per the details provided to us in the firm's application of 16 January 2025 and supplementary email of 1 April 2025. This includes responsibility for Mr Gittins' daily supervision resting with Mr Shabaz Hussain, and in his absence, Mr Kamran Ahmed.
- iii. Mr Gittins does not have direct contact with clients, except for under the direct supervision of Mr Hussain or Mr Ahmed.
- iv. Ms Gittins does not have responsibility for receiving or holding client money. He is not a signatory to any office or client account.
- v. Mr Gittins is not responsible for supervising any other member of staff.



- vi. Any proposed variation to Mr Gittins' job description, duties, or arrangements as to his supervision are notified to the SRA in advance of the change taking place and the variation must not take place until permission is granted by the SRA.
- vii. This approval will lapse if Mr Gittins' employment with the firm is terminated.
- viii. This approval and the conditions attached to it are subject to review at the discretion of the SRA.

Reasons/basis

Mr Gittins was made subject to an order under section 43 of the Solicitors Act 1974 on 25 July 2024. In accordance with section 43 of the Solicitors Act 1974, any solicitor wishing to employ or remunerate him in connection with their practise as a solicitor must obtain our approval. The SRA is satisfied that the above employment will not put public confidence in the administration of justice and the provision of legal services or the interests of clients at risk.

[Employee-related decision Date: 25 July 2024](#)

Decision - Employee-related decision

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

Outcome date: 25 July 2024

Published date: 11 September 2024

Firm details

Firm or organisation at date of publication

Name: Kinetic Law

Address(es): Unit 2D, Suite 2Phoenix Park, Blakewater Road, Blackburn, BB1 5RW

Firm ID: 627329

Outcome details

This outcome was reached by SRA decision.

Decision details

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

An order pursuant to section 43(2) of the Solicitors Act 1974 was imposed as Mr Gittins' conduct meant that it was undesirable for him 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 Mr Gittins of the decision. Mr Gittins was also ordered to pay costs of £1.350.

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.

Reasons/basis

Mr Gittins was a personal injury litigation paralegal at Concept Law Solicitors of 35 Carr Road, Nelson, Lancashire BB9 7JS, from June 2014 to July 2023.

It was found that Mr Gittins, in the course of his conduct of a litigated personal injury claim, failed to make his client or his employer aware that a claim for loss of earnings had been struck out. He made an application to vacate the final hearing against his client's instructions and without the knowledge of the client or his employer, misled his client as to the reason for the final hearing being vacated and misled the court in his statement in support of his application to vacate the final hearing.

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