

James Lochhead

Employee

7176215

[Employee-related decision Date: 17 September 2025](#)

Decision - Employee-related decision

Outcome: Approval of employment (section 43)

Outcome date: 17 September 2025

Published date: 13 November 2025

Firm details

Firm or organisation at date of publication

Name: Linklaters LLP

Address(es): One Silk Street, London, EC2Y 8HQ

Firm ID: 460682

Outcome details

This outcome was reached by SRA decision.

Decision details

Linklaters LLP has been granted permission under section 43 of the solicitors Act 1974 to employ James Lochhead as a workplace planner subject to the following conditions:

1. Mr Lochhead's role at the firm will be workplace planner. This role will involve performance of the operational duties which form part of the role of workplace planner (as confirmed by Linklaters LLP), plus any related back-office, non-client facing duties in connection with the management and maintenance of office space at Linklaters' premises for which his skills and experience might make him suitable
2. Mr Lochhead's supervision will be conducted by Claire McCourt. In Ms McCourt's absence, supervision of Mr Lochhead will be conducted by Nathan Cornell.
3. Mr Lochhead will have no responsibility for receiving or holding any client money.
4. Mr Lochhead will not be responsible for supervising any member of staff (save that, his role may involve coordination of work done by



more junior staff and/or of contractors in similar back office, non-client facing functions related to office space management and maintenance).

5. Any material variation to Ms Lochhead's job description, duties, or arrangements as to his supervision will be notified to the SRA in advance of the change taking place and the variation will not take place until permission is granted by the SRA.

Reasons/basis

James Lochhead was made subject to an order under section 43 of the Solicitors Act 1974 on 4 July 2025. 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: 4 July 2025](#)

Decision - Employee-related decision

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

Outcome date: 4 July 2025

Published date: 18 July 2025

Firm details

Firm or organisation at date of publication and at time of matters giving rise to outcome

Name: Linklaters LLP

Address(es): One Silk Street, London, EC2Y 8HQ

Firm ID: 460682

Outcome details

This outcome was reached by SRA decision.

Decision details

Who does this decision relate to?

James Lochhead whose last known address was in London. 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 Lochhead can work in an SRA regulated firm. It was found that: Mr Lochhead, who is not a solicitor, is 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.

Reasons/basis

The facts of the case:

Mr Lochhead was employed by Linklaters Business Services (“LBS”), the service and employing company for Linklaters LLP, the recognised body for the purposes of providing legal services, as a Space Planner, from 2016. Mr Lochhead is still employed in this role. Between 1 August 2021 and 30 January 2022, Mr Lochhead claimed overtime from his employer for hours not worked on multiple occasions. Mr Lochhead’s conduct was dishonest.

Other information

Decision on outcome:

An order pursuant to section 43(2) of the Solicitors Act 1974 was imposed as Mr Lochhead's 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 Lochhead of this decision. Mr Lochhead was also ordered to pay a proportion of the SRA's costs of £600.

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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