

Bringing and defending claims for unfair or wrongful dismissal

The below price ranges are estimates for a standard case in each category. For a full case-specific estimate, contact us.

- Simple case: £6,000 – £8,000 (+VAT)
- Medium complexity case: £8,000 – £10,000 (+VAT)
- High complexity case: £12,000 – £25,000 (+VAT)

In delivering these services we may use one of the following methods of charging, or a blend of several of them:

- Charging at our hourly rates, which depend on the experience of the Solicitor dealing with your matter. These rates are set out below:

Partner	£260 (+VAT)
Associate Solicitor	£240 (+VAT)
Solicitor	£230 (+VAT)
Legal Executive	£215 (+VAT)
Trust Executive	£200 (+VAT)
Paralegal	£121 (+VAT)

- Offering a fixed fee, where appropriate.
- Offering conditional fee agreements, where appropriate (and no costs will be incurred by you in relation to our assessment of your case).

Disbursements not included in this fee:

- Counsel's fees of between £800 and £1,200 per day (+VAT) for attending a Tribunal Hearing (including preparation). The amount you pay will be dependent on the advocate's experience.

Disbursements are costs related to your matter that are payable to third parties, such as court fees. We handle the payment of the disbursements on your behalf to ensure a smoother process. Currently, you do not have to pay any Tribunal fees for issuing your claim. VAT may or may not be applicable depending on the disbursement, but we will inform you whether or not a disbursement is VAT applicable should this be necessary.

Potential additional costs:

- If it is necessary to make or defend applications to amend claims, or to provide further information about an existing claim.
- If we have to defend claims that are brought by litigants in person.
- If we have to make or defend a costs application.
- If there are any complex preliminary issues, such as whether the claimant is disabled (if this is not agreed by the parties).
- Costs may also vary according to the number of witnesses and documents.
- If it is an automatic unfair dismissal claim, e.g. if you are dismissed after blowing the whistle on your employer.
- If there are any allegations of discrimination which are linked to the dismissal

There will also be an additional charge for attending a Tribunal Hearing of £500 (+VAT). Generally, we would allow between one and five days, depending on the complexity of your case.

How long will this take?

The time that it takes from taking your initial instructions to the final resolution of your matter depends largely on the stage at which your case is resolved. If a settlement is reached during pre-claim conciliation, your case is likely to take between two and five weeks. If your claim proceeds to a Final Hearing, your case is likely to take between 16 and 28 weeks. This is just an estimate, and we will of course be able to give you a more accurate timescale once we have more information and as the matter progresses.

As part of our fee we will:*

- Take your initial instructions, review the papers and advise you on the merits and likely compensation (this is likely to be revisited throughout the matter and may be subject to change).
- Enter into pre-claim conciliation, where this is mandatory, to explore whether a settlement can be reached.
- Prepare the claim form outlining your case and the nature of the dispute, or the response to the claim made against you.
- Review and advise you on the claim or response from the other party.
- Explore and negotiate the settlement throughout the process.
- Prepare or consider a schedule of loss.
- Prepare for (and attend) a Preliminary Hearing (the Preliminary Hearing helps the Employment Judge to comprehend what your case is all about, but it can be much more complicated than that. A Preliminary Hearing does not happen in every Tribunal claim. An Employment Tribunal Judge

will decide whether a claim requires a Preliminary Hearing after reading the ET1 (claim form) and/or the ET3 (Defence/Response).

- Exchange documents with the other party and agree a bundle of documents.
- Take witness statements, draft statements and agree their content with the witnesses.
- Prepare the bundle of documents.
- Review and advise on the other party's witness statements.
- Agree a list of issues, a chronology and/or a cast list.
- Prepare for and attend the Final Hearing, including instructions to Counsel.

*The stages set out above are an indication, and if some of them are not required, the fee will be reduced. You may wish to handle the claim yourself and only have our advice in relation to some of the stages. This can also be arranged according to your individual needs.