

EMPLOYMENT - EMPLOYEE

Our employment team is led by an experienced team of partners, who will be either the primary solicitor on your matter or a supervising partner.

Our pricing for bringing and defending claims for unfair or wrongful dismissal

Simple case: £7,500 - £12,000 (excluding VAT)

Medium complexity case: £12,000 - £25,000 (excluding VAT)

High complexity case: £25,000 - 60,000 (excluding VAT)

Key stages

- Taking your initial instructions, reviewing the papers and advising you on merits, cost/benefit analysis and likely compensation (this is likely to be revisited throughout the matter and subject to change)
- Entering into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached;
- Preparing claim or response
- Reviewing and advising on claim or response from other party
- Exploring settlement and negotiating settlement throughout the process
- Preparing or considering a schedule of loss
- Preparing for (and attending) a Preliminary Hearing
- Organising and scheduling documents
- Exchanging documents with the other party and agreeing a bundle of documents
- Taking witness statements, drafting statements and agreeing their content with witnesses
- Preparing witnesses to give evidence (but not coaching them)
- Reviewing and advising on the other party's witness statements
- Agreeing a list of issues, a chronology and/or cast list
- Preparation and attendance at Final Hearing, including instructions to Counsel, and possibly a conference with Counsel

The stages set out above are an indication and if some of stages above are not required, the fee could 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 discussed and based on your individual needs.

Examples of factors that could make a case more complex and as a result lead to additional costs:

- If it is necessary to make or defend applications to amend claims or to provide further information about an existing claim
- Making or defending a costs application
- Complex preliminary issues such as whether the claim has been made in time
- The number of witnesses and documents
- If it is an automatic unfair dismissal claim e.g. if you allege that you were dismissed as a result of a TUPE transfer, asserting a statutory right or as a result of blowing the whistle on your employer
- Multiple claimants/respondents
- Allegations of discrimination which are linked to the dismissal
- If the claim is in a regulated sector such as financial services or health

Disbursements

Disbursements are costs related to your matter that are payable to third parties, such as tribunal fees, counsel and expert fees. We handle the payment of the disbursements on your behalf to ensure a smoother process. We request disbursements to be paid in advance.

Hearing

There will be an additional charge for attending a Tribunal Hearing of £1,900 - £4,400 per day (excluding VAT) depending on the experience of the solicitor. It can take 1-3 days depending on the complexity of your case.

You will receive a personalised quote for counsel's fees, but they would typically range between £1,500 to £3,500 per day (excluding VAT) (depending on experience of the barrister) for attending a Tribunal Hearing (including preparation) and is additional to the pricing above.

Funding

You should check if you have other funding options available, such as cover under an insurance policy, (eg home contents insurance can have legal expenses insurance) through your membership of a trade union or professional body. This should be checked as soon as you are aware of a potential claim.

How long will my matter 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 up to 6 weeks. If your claim proceeds to a Final Hearing, your case is likely to take up to 1 year. 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.