

## Unfair / Wrongful Dismissal Claims

Below we list our fees for unfair or wrongful dismissal claims. The prices quoted are an approximate estimate and may vary according to any further complexities.

	Unfair Dismissal	Wrongful Dismissal
Simple case:	£7,000 to £12,000	£4,000 to £5,000
Medium complexity case:	£12,000 to £15,000	£5,000 to £8,000
High complexity case:	£15,000 to £20,000	£8,000 to £12,000

All fees are based on a rate of £250 per hour plus VAT and do not include disbursements (eg: counsel's fees, medical reports, etc) or appeals following a tribunal decision on your case.

### **WORK CARRIED OUT**

The quoted fees cover work carried out in the following key stages of a claim:

- Taking initial instructions, reviewing the papers and advising on merits 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 a claim or response from the other party
- Exploring settlement and negotiating settlement throughout the process
- Preparing or considering a schedule of loss
- Preparing for a Preliminary Hearing
- Exchanging documents with the other party and agreeing a bundle of documents to be used at the hearing
- Taking witness statements, drafting statements and agreeing their content with witnesses
- Preparing the bundle of documents
- Reviewing and advising on the other party's witness statements
- Agreeing a list of issues, a chronology and/or cast list
- Preparation for the final hearing, including briefing Counsel

The above stages are an indication of the process of a tribunal claim. If some of these stages are not required, the fee may be less. Alternatively, you may wish to handle the claim yourself and seek our advice only in relation to some of the stages. Please enquire for further details.

**Factors that could make a case more complex:**

- If it is necessary to make or oppose applications to amend claims or to provide further information about an existing claim
- Defending claims that are brought by litigants in person
- Making or defending a costs application
- Complex preliminary issues such as whether the claimant is disabled (if this is not agreed by the parties)
- The number of witnesses and documents
- If it is an automatic unfair dismissal claim e.g. whistleblowing
- Allegations of discrimination which are linked to the dismissal

There will be an additional charge for attending a Tribunal Hearing of £1750 per day (excluding VAT and travel expenses). Generally, we would allow 1-4 days depending on the complexity of the case.

### Disbursements

Disbursements are costs related to your matter that are payable to third parties, such as counsel's fees. We handle the payment of the disbursements on your behalf to ensure a smoother process.

Counsel's fees for attending a tribunal hearing are estimated between £1,500 to £3,000 per day excluding VAT (depending on experience of the advocate). There will be additional fees involved in preparing for the hearing.

### **How can I fund these proceedings?**

Generally, costs will not be awarded against the losing party unless that party has acted unreasonably in bringing or defending the claim or during the tribunal process. There is also no legal aid or help available for tribunal claims so you must be prepared to fund the proceedings yourself and not recover costs if you win.

Finally, you may have the benefit of legal expenses insurance which may be linked to your business, home or car insurance. Please check this as early as possible as you will need to notify your insurers at an early stage of the process.

### **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 1-6 weeks. If your claim proceeds to a Final Hearing, your case can take anything between 6 – 18 months to conclude. This is just an estimate and we will be able to give you a more accurate timescale once we have more information and as the matter progresses.

### **Who will deal with my case?**

You can find further details about who will deal with your case on our website.