

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

We act on behalf of clients who bring and who defend claims for unfair dismissal or wrongful dismissal in the Employment Tribunal.

The work is undertaken by either Darryl Evans or Charles Newman. Both are employment lawyers who have been qualified for over [25 years] with long experience of handling such cases. More information on them is on the *About us* page of this website.

### **I. Estimated fees**

We base our fees on hourly rates for time spent. Our rates are normally in the range of £250 to £300 per hour (excluding VAT).

On that basis we estimate that our fees for handling claims would be as follows.

Simple case: £5,000-£10,000 (excluding VAT)

Medium complexity case: £10,000 - £15,000 (excluding VAT)

High complexity case: £15,000 - £25,000 (excluding VAT)

Factors that could make a case more complex include the following.

- If it is necessary to make or defend 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. if the complaint is that dismissal is the result of you or your employee having made a protected disclosure (blown the whistle)
- Allegations of discrimination which are linked to the dismissal

There will be an additional charge for attending a Tribunal Hearing of between £1,250 and £1,500 per day (excluding VAT). Generally, we would allow three to 10 days depending on the complexity of the case.

These fees exclude the costs of Counsel. It is our practice to instruct Counsel to provide representation at the Hearing of the claim as they have the specialist advocacy skills required. We do not undertake the advocacy ourselves.

### **II. Disbursements**

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

Counsel's fees estimated between £1,000 to £2,500 per day (depending on experience of the advocate) for attending a Tribunal Hearing (including preparation).

### **III. Key stages**

The fees set out above cover all of the work in relation to the following key stages of a claim:

- Taking your initial instructions, reviewing the papers and advising you 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 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) any Case Management Discussion or Preliminary Hearing
- Exchanging documents with the other party and agreeing a bundle of documents
- Taking witness statements, drafting statements and agreeing their content with witnesses
- Preparing 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 and attendance at Final Hearing, including instructions to Counsel
- Dealing with compensation arising from a successful claim, which may involve a Remedies Hearing

The stages set out above are an indication and if some of stages above 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 on your individual needs.

#### **IV. 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, the case is likely to be resolved within four months of when employment ends. If the claim proceeds to a Final Hearing, the case is likely to take a minimum of six months and possibly up to 18 months after termination. 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.

## Complaints

We want to give you the best possible service. However, if at any point you become unhappy or concerned about the service we have provided then you should inform us immediately, so that we can do our best to resolve the problem.

In the first instance it may be helpful to contact the person who is working on your case to discuss your concerns and we will do our best to resolve any issues at this stage. If you would like to make a formal complaint, then you can read our full complaints procedure here. *[link to Procedure]* Making a complaint will not affect how we handle your case.

The Solicitors Regulation Authority can help you if you are concerned about our behaviour. This could be for things like dishonesty, taking or losing your money or treating you unfairly because of your age, a disability or other characteristic.

You can raise your concerns with the [Solicitors Regulation Authority](#).

If we cannot resolve your complaint the Legal Ombudsman can help you if we are unable to resolve your complaint ourselves. They will look at your complaint independently and it will not affect how we handle your case.

Before accepting a complaint for investigation, the Legal Ombudsman will check that you have tried to resolve your complaint with us first. If you have, then you must take your complaint to the Legal Ombudsman:

- Within six months of receiving a final response to your complaint;  
and
- No more than six years from the date of act/omission; or
- No more than three years from when you should reasonably have known there was cause for complaint.

If you would like more information about the Legal Ombudsman, please contact them. Here are their details.

Legal Ombudsman PO Box 6806, Wolverhampton, WV1 9WJ

[www.legalombudsman.org.uk](http://www.legalombudsman.org.uk)

0300 555 0333 between 9am to 5pm.

[enquiries@legalombudsman.org.uk](mailto:enquiries@legalombudsman.org.uk)