

Provision of Advice and Representation to Employees and Employers

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

Simple case: £4000 – £8000 (plus VAT)

Medium complexity case: £6000 – £12,000 (plus VAT)

High complexity case: £10,000 – £20,000 (plus VAT)

This is based upon an hourly rate of £250 (plus VAT)

Factors that could make a case more complex:

- Elements of Discrimination
- Cases where there are a large number of documents
- Cases where there are a large number of witnesses
- Cases where there are multiple allegations of wrongdoing
- Elements of whistleblowing

There will be an additional charge for attending a Tribunal Hearing of £800 per day (plus VAT). Generally.

Disbursements

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.

There are currently no court fees for the Employment Tribunal. The most likely disbursements are Counsel's fees which are estimated at between £1000 to £1500 per day (depending on experience of the advocate) for attending a Tribunal Hearing (including preparation).

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 Tribunal Award (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 (ET1 or ET3)
- 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
- 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
- Instructing experts such as medical experts to advise on disability.
- 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

The stages set out above are an indication and if some of stages above are not required, the fee will be reduced.

How long will my matter take?

If the matter proceeds to an Employment Tribunal Hearing it is likely to take between 12 and 18 months, depending on the number of days required for the Hearing.