

PRICING GUIDE

BRINGING OR DEFENDING CLAIMS FOR UNFAIR OR WRONGFUL DISMISSAL

1. OUR FEES

The fee ranges shown here are to give you an idea of our charges for providing legal services to you. You may also be required to pay for additional services, and these are described later in this guide. Our range of fees (based on our hourly rates), for bringing or defending claims for unfair or wrongful dismissal, are:

Simple case:	£10,500 to £18,500 (plus VAT currently charged at 20%), which will normally include a one-day hearing.
Medium complexity case:	£15,500 to £28,500 (plus VAT currently charged at 20%), which will normally include a hearing that takes up to three days.
High complexity case	from £26,500 (plus VAT currently charged at 20%), which will normally include a hearing that takes more than three days.
There may be circumstances in which a claim requires an additional charge for attending a further tribunal hearing of	£2,500 per day (plus VAT currently charged at 20%) - for example where a preliminary hearing is listed.

Our hourly rates are split into 3 bands higher, middle and lower. The highest hourly rate in the top band is £430 for a partner or legal director and £200 for a trainee.

In the medium band the highest hourly rate is £390 for a partner or legal director and £185 for a trainee.

In the lowest band the highest hourly rate is £350 for a partner or legal director and £175 for a trainee.

The seniority of the members of staff dealing with your case will depend on its complexity. We will discuss this with you when you instruct us.

We also carry out work for large organisations based on a Service Level Agreement. In such circumstances, our fee rates will be determined by the nature and scope of the tendered/agreed service.

2. THE STAGES OF A CASE

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

1. 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)
2. Entering pre-claim conciliation to explore whether a settlement can be reached
3. Preparing the claim or response
4. Reviewing and advising on the claim or response from the other party
5. Exploring and negotiating the settlement throughout the process
6. Preparing or considering a schedule of loss
7. Preparing for and attending a preliminary hearing Taking witness statements, drafting statements, and agreeing the content with witnesses
8. Exchanging documents with the other party and agreeing and preparing a bundle of documents.
9. Reviewing and advising on the other party's witness statements
10. Agreeing a list of issues, a chronology and/or cast list
11. Preparing a skeleton argument
12. Preparing and attending a final hearing, including instructions to counsel where necessary

Sometimes some of the stages set out above will not be required or you may wish to handle the claim yourself and only have our advice in relation to some of the stages. This can be arranged to meet your individual needs.



3. ADDITIONAL FACTORS THAT COULD MAKE YOUR CASE MORE COMPLEX

- 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 legal arguments such as whether the claim has been submitted in time, whether it is unclear if the claimant is employed or whether there is an allegation of whistleblowing or discrimination (if this is not agreed by the parties)
- The number of witnesses and documents

4. DISBURSEMENT COSTS

- 4.1 Disbursements are costs relating to your matter that are payable to us or to a third party. This could include our travelling expenses or the fees of a barrister or subject matter expert. We arrange payment to the other parties because they will be acting under our instructions.
- 4.2 Barristers' fees can range from £1,500 to £10,000 per day (plus VAT currently charged at 20%). We will speak with you about the nature and cost of any representation that is required before appointing a barrister. Fee rates include the cost of the barrister preparing for and attending a tribunal hearing.

5. PAYMENT OF OTHER PARTIES' COSTS

- 5.1 In employment tribunals, the most common situation is that each party is only responsible for their own legal fees and other costs. However, in certain limited circumstances, parties may be ordered to pay the legal costs or costs of their opponent in dealing with the case. We will explain how this might happen when we arrange to work with you.

6. HOW LONG WILL MY MATTER TAKE?

- 6.1 The time that it takes from 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 will take no more than six weeks. If your claim proceeds to a final hearing, your case may take up to 18 months depending on the complexity of the case and the capacity of the tribunal to hear it. We will be able to give you a better indication of the timescales once we have more information about your circumstances.

OUR CONTACTS FOR THIS WORK

[ANNA DABEK](#) - Anna is a partner in our employment and pensions team and qualified as solicitor in 2008.

[HANNAH BOLLARD](#) - Hannah is an Associate in our employment and pensions team and qualified as solicitor in 2016.

[JACKIE MORRIS](#) - Jackie is a Legal Director in our employment and pensions team and qualified as a solicitor in 2013.

[LAUREN BRODERICK](#) - Lauren is an Associate in our employment and pensions team and qualified in 2018.

[MICHAEL BROWNLEE](#) - Michael is a solicitor in our employment and pensions team and qualified in 2022.

[SARAH HARNETT](#) - Sarah is an associate in our employment and pensions team and qualified as a solicitor in 2018.

All our solicitors above specialise in this area of practice, and you can view a summary of their experience by clicking the link on their name above.

