

PRICING AND SERVICE INFORMATION FOR DEFENDING UNFAIR OR WRONGFUL DISMISSAL CLAIMS

All Prices exclude VAT

Our pricing for assisting you to defend claims for unfair or wrongful dismissal is as follows:

Simple case:	£15,000 - £35,000
Medium complexity case:	£35,000 - £50,000
High complexity case:	£50,000 - £100,000

The above fee ranges are based on our hourly rates, which are as follows:

Partner	£350 - £400
Associate	£300
Senior Solicitor	£275
Solicitor:	£240
Trainee Solicitor	£150
Legal Assistant / Paralegal	£100

Factors that could make a case more complex:

- If it is necessary to defend applications to amend claims, to make applications to amend your defence or to request further information about an existing claim
- Defending claims that are brought by litigants in person
- Making or defending a costs application
- Defending applications for specific disclosure or dealing with data subject access requests
- 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 claimant is dismissed after blowing the whistle on your business.
- Allegations of discrimination which are linked to the dismissal.

There will be an additional charge for attending a Tribunal Hearing of £2,000 per day (excluding VAT). Generally, we would allow 3 - 14 days depending on the complexity of the case.

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.

Counsel's fees estimated between £500 to £2,500 per day (depending on experience of the advocate) for attending a Preliminary Hearing and between £1,500 to £20,000 plus VAT for the first day of the Final Hearing (including preparation) plus a daily fee of between £500 to £2,500 plus VAT for each subsequent hearing day.

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.
- Reviewing and advising on claim from other party.
- Preparing a response to the claim.
- Exploring settlement and negotiating settlement throughout the process.

- Considering a schedule of loss and drafting a counter-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.
- 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. 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 according to your individual needs.

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 the case is resolved. If a settlement is reached during pre-claim conciliation, the case is likely to take 1 to 6 weeks. If the claim proceeds to a Final Hearing, your case is likely to take 26 to 52 weeks. 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.

Should you have any queries about the above, please do not hesitate to contact our team on 0203 008 5718.