

## BRINGING AND DEFENDING UNFAIR OR WRONGFUL DISMISSAL CLAIMS PRICING AND SERVICE OVERVIEW

This document contains our pricing overview for bringing and defending unfair or wrongful dismissal claims.

Medium complexity case: £5,000- £10,000 (plus VAT)

High complexity case: £10,000 - £35,000 (plus VAT)

### Complexity Factors:

- Applications to amend claims or to provide further disclosure about an existing claim.
- Litigants in person.
- Contested costs applications.
- Challenging legal preliminary issues.
- Scale of disclosure.
- Number of witnesses.
- Whistle-blowing.
- Allegations of harassment/discrimination.
- Health & Safety

Daily charges for attendance at a Tribunal Hearing of £1,500 plus VAT (plus travel expenses).

### Disbursements (not included in our fee)

Such costs related to your matter that are payable to third parties. We handle the payment of the disbursements on your behalf, subject to receiving a payment on account.

Counsel's fees are estimated between £2,000 to £3,500 per day, plus VAT for attending a Tribunal Hearing (including preparation).

### Stages

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

- Initial meeting, taking instructions, considering documents and advising you on the merits, prospects of success and possible compensation (to be kept under review throughout).
- Pre-claim conciliation where appropriate and liaison with ACAS.

- Exploring possible settlement.
- Preparing a claim or response.
- Reviewing and advising on a claim or response from another party.
- Schedule of loss.
- Preparing for (and attending) a Preliminary Hearing.
- Disclosure of documents.
- Witness statements, drafting statements and agreeing their content with witnesses.
- Preparing bundles of documents.
- Considering and advising on the other party's witness statements.
- Settling a list of issues, a chronology and/or cast list.
- Preparation and attendance at Final Hearing, including instructions to Counsel.

The stages above are indicative only.

### **How long will my matter take?**

This is very case specific and any estimates are general. Settlement during pre-claim conciliation, should take no longer than 8 weeks. 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.

### **Our Employment team**

[Joseph Oates \(Partner\)](#)

[Natasha Smith \(Senior Associate\)](#)

All pricing correct at the time of publication, August 2021.