

Employment Pricing and Services

Please see the "[our people](#)" section for the profiles of our employment fee earners. We have various members of the employment team who may be able to assist with your matter. Regardless of who handles your matter, they will be supervised by their named partner/head of department

Range of costs for Wrongful Dismissal

We have set out below estimates and stages of our costs which you may incur in bringing or defending a single claim for wrongful dismissal, which for these purposes is a claim arising from an employer's decision to dismiss an employee without notice where the employee contends that this was a breach of contract they are owed their notice pay.

Our range of fees is based on the various stages of the Employment Tribunal [ET] process, as follows:

- Taking your initial instructions, reviewing the relevant papers and advising you on merits and likely damages (this is likely to be revisited throughout the matter and subject to change): £500 - £1,000 plus VAT (dependent on the documentation)
- Entering into Early Conciliation to explore whether a settlement can be reached: £500 - £1,500 plus VAT
- Preparing the Claim (on behalf of the Claimant) or the Defence (on behalf of the Respondent): £1,000 - £2,000 plus VAT
- Reviewing and advising on the Claim or the Defence from other party: £250 - £750 plus VAT
- Preparing or considering a schedule of loss: £250 plus VAT
- Exchanging documents with the other party and agreeing and preparing a bundle of documents £1,000 - £2,000 plus VAT (dependent on the documentation)
- Taking witness statements, drafting the statements and agreeing their content with witnesses: (costs assume 1 witnesses) £1,500 - £2,000 plus VAT
- Preparation for Final Hearing, including instructions to Counsel: £1,000 - £1,500 plus VAT (but excluding Counsel's fees)

The stages set out above are an indication of likely costs and if some of the stages above are not required, the fee will be reduced accordingly. It is possible for a Claimant or a Respondent to handle the claim themselves as litigants in person which will substantially reduce the costs incurred, albeit we remain available to advise as the matter progresses. This is particularly relevant in respect of a wrongful dismissal claim which is often relatively modest in value compared to the costs that could be incurred with legal representatives. At the outset, we would discuss with the client the proportionality of engaged us in the context of the value of the claim.

Where the ET case is more complex

- The above estimated costs have been based on a relatively simple wrongful dismissal case and assumes the papers are proportionate.
- Factors that could make a case more complex include:
 - If the claim includes other elements such as unfair dismissal, discrimination or whistleblowing
 - If we are exploring settlement and negotiating settlement throughout the process
 - 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) or jurisdictional issues
- An increase in the number of witnesses and documents

There will be an additional charge should you wish for us to attend a Tribunal Hearing of between £1,000 - £1,500 per day plus VAT (not including travel expenses).

Generally, we would allow 1 day for the Tribunal Hearing depending on the complexity of your case, and assuming it is a single claim of wrongful dismissal.

Disbursements

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

Counsel's fees estimated between £750 to £1,500 plus VAT per day (depending on the experience of the advocate for a simple wrongful dismissal claim) for attending a Tribunal Hearing (including brief fee)

How long will my matter take?

The time taken 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 Early Conciliation, your case is likely to take 4 – 8 weeks. If your claim proceeds to a Final Hearing, given our experience of Tribunal timetables at present, your case is likely to take between 9 - 12 months. 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.

*Please note that while our pricing information seeks to ensure that you have the information you need to make an informed choice of legal services provider, including understanding what the likely costs may be, it is only indicative and you will be provided with more precise and personalised costs information should you decide to instruct us.

6 December 2019.