

EMPLOYERS

Pricing structure – Defending claims made by Employees for Wrongful or Unfair Dismissal

1. Our pricing for defending claims for unfair or wrongful dismissal

We calculate our charges based on hourly rates. Our rates vary, depending on level of experience and urgency of the job, from £125 - £380 plus VAT per hour.

When you first instruct us we will assess the complexity of the matter and ensure that the person who handles the case has the appropriate level of experience and, where appropriate, supervision. We will provide you with a bespoke estimate for the cost of conducting your case based on this assessment.

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.

Travel – 45p per mile, reasonable travel costs and expenses.

2. 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 risks including remedy (this is likely to be revisited throughout the matter and subject to change)
- Entering into ACAS early conciliation where this is mandatory to explore whether a settlement can be reached;
- Preparing your response to the claim
- Reviewing and advising on claim(s) or response(s) from other parties (including any additional Respondents or Claimants)
- Exploring settlement and negotiating settlement throughout the process
- Preparing a counter schedule of loss or considering the Claimant's 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 (the substantive liability hearing in the Employment Tribunal), 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 based on your individual needs.

3. Factors that will increase our charges

- Additional work caused by unreasonable conduct by other parties
- Additional work caused by failure to provide us with instructions/documents in a timely fashion
- Defending interim relief applications
- Multiple party claims (more than one Claimant)
- Multiple Respondents
- Appeals (to the EAT) • Detailed/complex cost applications, assessments and hearings
- Additional processes e.g. responding to data subject access requests.

4. 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 your case is resolved. If a settlement is reached during preclaim conciliation, your case may conclude within 6 weeks – 12 weeks. If your claim proceeds to a Final Hearing, your case is likely to take 6 months – 30 months depending on complexity. 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.

