

Employment Pricing

Our pricing for bringing and defending claims for unfair or wrongful dismissal

Simple case: a case that does not involve a lot of documents or witnesses or a claim of discrimination or whistleblowing £7,500-£12,000 (excluding VAT, charged at 20%)

Medium complexity case: involving a longer time period and more documents or witnesses £12,500-£25,000 (excluding VAT, charged at 20%)

High complexity case: claims that include discrimination or whistleblowing £25,000 to £40,000 (excluding VAT, charged at 20%)

We charge based on an hourly rate of £290 plus VAT (charged at 20%).

Factors that could make a 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 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 you are dismissed after blowing the whistle on your employer
- Allegations of discrimination which are linked to the dismissal

An Employment Tribunal can last between one and fifteen days depending on complexity. Typically, the cases we deal with last one between two and five days. We generally recommend instructing barristers (Counsel) to conduct the advocacy at the final hearing in all but very simple cases and the fees for this vary, depending on experience, location and complexity of case, but range between £1000 per day to £5000 per day plus VAT (charged at 20%) and above. Where Counsel is instructed we will obtain quotes in advance of instructions to agree the fee rates with you.

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. We do not charge a disbursement for photocopying. If we need to use a medical or other expert for your case we will discuss this with you, obtain quotes in advance and agree these fees with you but they would typically be between £750 and £5,000 plus VAT (charged

at 20%). If we have to travel out of Cardiff or stay overnight for your case there will be out of pocket expenses for this which we will agree with you in advance.

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;
- Preparing claim or response
- Reviewing and advising on claim or response from other party
- Exploring settlement and negotiating settlement throughout the process
- Preparing or considering a 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 on 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 your case is resolved. If a settlement is reached during pre-claim conciliation, your case is likely to take four to six weeks. If your claim proceeds to a Final Hearing, your case is likely to take around nine to twelve months, but in more complex cases possibly even longer. 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.