

Information on Unfair Dismissal for Individuals

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This information sheet shows our likely range of pricing for an **ex-employee** bringing a claim for wrongful or unfair dismissal.

Unfair dismissal

Taking initial instructions, reviewing paper and advising on the merits of your claim	Simple case £250 Plus VAT	Complex case up to £500 Plus VAT
Drafting and filing form ET1 – the claim form	Simple case £1000 Plus VAT	Complex case up to £2000 Plus VAT
Compiling lists of documents, exchange of documents and preparation of bundle	Simple case £500 Plus VAT	Complex case up to £1000 Plus VAT
Drafting witness statements	Simple case £1000 Plus VAT	Complex case up to £2000 plus VAT
Preparation for and attending a hearing	Simple case £1500 Plus VAT	Complex case up to £3000 Plus VAT

Wrongful dismissal

Taking initial instructions, reviewing paper and advising on the merits of your claim	Simple case £200 Plus VAT	Complex case up to £400 Plus VAT
Drafting and filing form ET1 - the claim form	Simple case £250 Plus VAT	Complex case up to £500 Plus VAT
Compiling lists of documents, exchange of documents and preparation of bundle	Simple case £250 Plus VAT	Complex case up to £500 Plus VAT
Drafting witness statements	Simple case £500 Plus VAT	Complex case up to £1000 plus VAT
Preparation for and attending a hearing	Simple case £750 Plus VAT	Complex case up to £1000 Plus VAT

Disbursements are costs related to your case which include costs payable to third parties (e.g counsel's fees. In relation to third party costs we usually deal with the payment of these fees for you upfront then include them on your bill.

Counsel's fees are estimated at between £1,500 to £3,000 plus VAT (depending on the experience of the advocate).



However there are circumstances which make a matter more complex which are likely to cause an increase in our fees.

Factors that could make a case more complex

- If it is necessary to make applications, amend claims or to provide further information about existing claims
- Complex preliminary issues such as whether a 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, for example if you are dismissed after whistle blowing.
- Allegations of discrimination that are linked to the dismissal

Key Stages

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

- Taking your initial instructions, reviewing the papers and advising you on merits and likely compensation (which will be revisited throughout the case and will be subject to change)
- Entering into pre-claim conciliation to explore if a settlement can be reached:
- Preparing the claim
- Reviewing and advising on the response from the other party
- Exploring settlement and negotiating settlement throughout the process
- Preparing 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 and agreeing content with witnesses
- Preparing a bundle of documents
- Reviewing and advising on the other parties witness statements
- Agreeing a list of issues, a chronology and/or cast list
- Preparation and attendance at the hearing, including instructions to Counsel

Of course a case can be settled at any point and may not go to Tribunal. If some of the stages above are not needed or are not relevant then the fees may be reduced.

How long will it take ?

The time from taking your initial instructions to the final resolution of your matter depends on the stage that your case is resolved. If a settlement is reached during pre-claim conciliation your case may take between 1 and 6 weeks. If your case proceeds to a hearing, your case is likely to take 3 and 6 months.

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 case progresses.