

Unfair dismissal and wrongful dismissal

This section explains our prices for unfair dismissal and wrongful dismissal claims. If your matter relates to anything other than unfair dismissal and wrongful dismissal, we will be pleased to provide you with a fee estimate for the work to be undertaken and you can contact us on 0118 977 4045 to discuss your matter.

Our pricing for bringing and defending unfair dismissal or wrongful dismissal claims is charged on a time basis estimated in accordance with our normal hourly rates. Hourly rates for this type of work range from £325 to £195 plus VAT for qualified solicitors or legal executives.

A fee estimate for your actual claim will be provided upon initial instruction and reviewed periodically during the course of your matter.

Our pricing for bringing and defending claims for unfair or wrongful dismissal are set out as follows:

	Unfair Dismissal	Wrongful Dismissal
Simple case	£8,000 to £12,000	£4,000 to £6,000
Medium complexity case	£12,000 to £17,000	£6,000 to £8,000
High complexity case	£16,000 to £20,000	£8,000 to £10,000

All prices, as set out above, are approximate ranges and exclude VAT and hearing fees.

In terms of hearing fees, counsel's (a barrister) fees will be charged separately, where applicable, and these will be quoted (depending on experience of the advocate) for attending an Employment Tribunal Hearing (including preparation). If we are requested to:

- undertake the advocacy on your claim in place of counsel, this will be quoted depending on the length of your hearing and the amount of documentation to be considered; or
- attend an Employment Tribunal Hearing with counsel, an additional fee of up to £1,250 per day plus VAT will be charged for the person who conducts your matter on behalf of this Firm to attend the Hearing with you or on your behalf.

Generally, we would allow up to three days depending on the complexity of your case, for an unfair dismissal or wrongful dismissal matter.

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 people who do not have a lawyer representing them
- Making or defending an application to the Employment Tribunal to decide whether one party should pay the others costs
- Complex initial issues such as whether an individual has employment status or not or the claim is made under the Transfer of Undertaking (Protection of Employment) Regulations 2006
- The number of witnesses and the amount of documents
- If it is an automatic unfair dismissal claim (for example, you are pursuing a claim or defending a claim that you were dismissed after blowing the whistle on your employer)
- Allegations of discrimination which are linked to the dismissal.

Fees for matters that are very complex will be quoted separately.

If you wish to appeal, or defend an appeal, against the decision of an Employment Tribunal in relation to a claim for unfair dismissal and wrongful dismissal, this is not included in the fee estimates above, and this will be quoted for separately.

Disbursements are costs related to your matter that are payable to third parties. Examples of these are interpreters' fees, Employment Tribunal fees (if these are reintroduced), travel and parking expenses. We handle the payment of the disbursements on your behalf to



ensure a smoother process. You will be notified if disbursements are to be incurred and charged separately for these.

What are the 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 is 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 for and attendance at an Employment Tribunal Hearing, including if applicable instructions to Counsel.

The stages set out above are an indication. If some of stages above are not required, this is likely to reduce the fee. You may wish to handle the claim, or part of the claim, yourself and only have our advice in relation to some of the stages. This can also be arranged on your individual needs. Where this applies, we will quote for the different stages of your claim, and where you require our assistance.

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 three to six weeks. If your claim proceeds to a Final Employment Tribunal Hearing, your case is likely to take up to eighteen months, given the current demands placed on the Employment Tribunal system. 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.



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