

COST INFORMATION - EMPLOYMENT

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

There are two main elements to the estimated legal costs of bringing or defending claims for unfair or wrongful dismissal:

- our charges;
- expenses we must pay out of your behalf (known as disbursements)

Our charges

Our typical hourly rate for employment advice is £250 per hour. Our charges do not include VAT, which we will add to your bill at the prevailing rate. On average, this type of work takes between 30 and 120 hours to complete. This means that on average our charges will be in the following range:

- Simple case : £7,500 (plus VAT)
- Medium complexity case : £7,500 – £15,000 (plus VAT)
- High complexity case: £15,000 – £30,000 (plus VAT)

The exact number of hours it will take depends on the circumstances of your case. Factors that could make a case more complex:

- if it is necessary to make or defend applications to amend claims or to provide 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 client is disabled (if this is not agreed by the parties);
- the number of witnesses and documents;
- if it is an automatic unfair dismissal claim, eg if you are dismissed after blowing the whistle on your employer;
- allegations of discrimination which are linked to the dismissal.

There will be an additional charge if you want us to accompany counsel at a Tribunal hearing of £1,000 - £2,000 per day (plus VAT).

Expenses (Disbursements)

Disbursements are costs related to your matter that are payable to third parties, such as experts fees. We handle the payment of the disbursements on your behalf to ensure a smoother process. There are currently no fees charged by the Employment Tribunal for bringing or defending a claim but there have been charges in the past and they could be re-introduced in the future.

If your matter proceeds to a Tribunal Hearing we will arrange counsel to represent you. Counsel's fees are estimated at between £750 - £2,000 per day (depending on experience of the advocate) for preparing for and attending a Tribunal Hearing. Generally, we would allow 2-7 days for a final hearing, depending on the complexity of your case. Total counsels fees could therefore be in the range of £1,500 - £14,000 (plus VAT).

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Key Stages

The fees set out above cover all of the work in relation to the 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 for and considering a schedule of loss;
- preparing for 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;
- preparing for a Final Hearing, including instructions to Counsel.

The stages set out above are an indication and if some of the stages above are not required the actual costs may be lower than estimated. 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.

Additional costs

When providing estimates we make assumptions about the extent of communication including the time spent dealing with emails and telephone calls, reviewing documents and attending meetings. Our costs may exceed the estimates given if more time is spent than estimated which can be caused by a number of factors including:

- Additional work to correct any inaccurate, misleading or false information provided to us;
- Additional work as a result of the late production of information and/or documents;
- Dealing with an excessive volume of emails and telephone calls (we happy are to provide the reassurance and support to clients but there is an additional cost associated with the increased time involved in doing so. We will notify you in advance of any charges being made in the event that we intend to exercise our discretion and apply additional charges).

How long will my case 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 4-12 weeks. If your claim proceeds to a Final Hearing, your case is likely to take 9-18 months due to the Tribunal listings. 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.

Our expertise

Our team has over 40 years of collective experience in delivering high-quality work in all matters relating to employment law. For details of the members of the team who may work on your matter, please see: www.geoffreyleaver.com/our-team