

Pricing for employment

Claims:

If you instruct us to either bring or defend a claim for unfair dismissal or wrongful dismissal then in approximate terms, the likely costs would be as follows:

A straightforward case – between £2,000 and £5,000 plus VAT and disbursements

A more complex case where the Hearing might exceed one day – between £5,000 and £10,000 plus VAT and disbursements

A complex case where the Hearing may last several days – between £10,000 and £20,000 plus VAT and disbursements

Matters that may make a claim more complex include amendments to claims or defences, providing further information, dealing with litigants in person, making or defending cost applications, complex preliminary issues e.g. if there is an argument over whether a Claimant or Defendant is disabled, the number of witnesses that may need to be called, the volume of documents that would need to be considered and whether there are any other allegations linked in, for example relating to discrimination.

Disbursements are costs relating to your matter that are payable to third parties such as Court fees and the fees of a Barrister, the latter of which will vary dependent on the seniority of the advocate you may wish to instruct.

The estimated fees above cover all the work in relation to any potential claim or defence of a claim from the point of our first meeting and thereafter preparing the papers for issue or filing a defence, exploring settlement, preparing for Preliminary Hearings, dealing with the preparation and exchanging of documentation, taking Witness Statements, drafting statements, reviewing the other side's statements, agreeing list of issues, Chronology and preparing an attendance for interim Hearings and Final Hearing to include instructions to Counsel.

All of the above are just an indication of what can be considered when a claim may be made or defended. Ultimately the work to be done and the costs of each case will depend on factors involved.

The length of time the matter will take will depend very much on the nature of the case and the stage at which the matter is resolved and whether it is by way of a settlement or whether there has to be a contested Hearing. If your case was resolved at pre-claim Conciliation, it may be a matter of weeks, if the matter goes all the way to a full Hearing, it will be many months possibly the best part of a year. We will be able to advise you better as the matter progresses.

Settlement Agreements:

A Settlement Agreement is one which as the name suggests settles any potential claims that you may have against an employer on agreed terms. It is a requirement of Settlement Agreements that the employee must obtain legal advice upon it.

For a straightforward Settlement Agreement where there is no dispute the likely cost would be between £350 and £500 plus VAT. In most Settlement Agreements there is a term whereby the employer will normally pay the employee's costs of taking advice on the Agreement. These estimates are also provided on the basis that the terms between the employer and employee are agreed and will involve one meeting, of not more than one hour's duration and will in addition include a letter to be sent to you to confirm the advice that has been given. If there is additional work then the above figures may be exceeded.