

Indicative pricing for bringing or defending a claim for ordinary unfair dismissal

Estimate of fees

Our estimates for bringing or defending an ordinary unfair dismissal claim up to (but excluding) the final hearing are as follows:

Simple case:	£15,000 – £20,000 plus VAT Typically involving a 1 day hearing
Medium complexity case:	£20,000 – £50,000 plus VAT Typically involving a 2 – 5 day hearing
High complexity case:	£50,000 – £200,000 plus VAT Typically involving a 6 – 10 day hearing

These estimates are based on the following hourly charge out rates:

Head of team/partner	£425 plus VAT
Senior Associate	£345 plus VAT
Solicitor	£255 – £275 plus VAT
Trainee	£185 plus VAT

It is usual for us to instruct counsel (a barrister) to attend the tribunal and carry out the advocacy of the case. Fees for attending the final hearing (both our fees and counsel's) are not included in the above estimates (see further below).

An actual estimate would be provided to you based on the specifics of your case.

VAT

Where an amount is stated as “plus VAT” we will charge VAT at the rate of 20% which is payable in addition to the amount stated.

Factors that will affect your actual estimate

We have listed below the factors that may increase the actual estimate of costs and/or make your case more complex:

- The number of claimants or defendants involved
- If you are bringing or defending additional or complex claims linked to the dismissal (such as discrimination, equal pay, breach of contract), or where you are alleging or defending an unfair dismissal claim based on an automatically unfair reason (such as whistleblowing)
- Taking into account preliminary hearings and/or judicial mediation/dispute resolution.

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- 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
- Bringing or defending a case that involves a breach of contract claim
- If complex preliminary issues need to be determined prior to the final hearing, such as whether the claimant is disabled
- Bringing or defending strike out applications
- If we need to obtain expert evidence (such as a medical report)
- If we need to make or respond to applications made to the tribunal prior to the final hearing
- The number of witnesses and documents
- If your witnesses are reluctant or refuse to attend the final hearing
- If you do not provide relevant information to us in a complete or timely manner or if relevant documents are not provided to us in one go, either by you or by the other party
- Documentation to finalise settlement being reached at any stage of the case including communication, ACAS or mediation
- If any hearings (whether preliminary or final) are adjourned
- If counsel needs to be instructed prior to the final hearing (for example, to advise on complex matters or to attend a preliminary hearing)
- If additional documents are required by the tribunal for the final hearing (such as a cast list of the names and roles of the key individuals)
- If additional hearings are necessary to deal with remedy (what should actually be awarded to a claimant who wins their case)
- Making or defending a costs application

Key stages

The fees set out above cover 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 and risks (this is likely to be revisited throughout the matter and will be subject to change)
- Entering into pre-claim / early ACAS conciliation where this is mandatory to explore if a settlement can be reached
- Preparing the claim or response and submitting this to the tribunal
- Reviewing and advising on the claim or response from other party
- Exploring settlement and negotiating settlement throughout the process

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- Preparing for and attending a preliminary hearing (excluding any counsel's fees)
- Exchanging documents with the other party
- Reviewing documents received from the other party
- Taking witness statements, drafting statements and agreeing their content with witnesses
- Reviewing and advising on the other party's witness statements
- Preparing and agreeing a bundle of documents for the final hearing
- Preparing a schedule of compatible employees discrimination claims
- Preparing or considering a schedule of loss and reviews of schedule of loss
- Agreeing a list of issues and chronology for the tribunal
- Preparation for the final hearing, including drafting instructions to counsel to represent you at the final hearing

The stages set out above are an indication only and if some of the 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 based on your individual needs.

What is not included in our estimates?

The estimates set out above do not include the following:

1. Our fees for attending the final hearing

There will be an additional charge (based on our hourly rates) for a trainee, qualified solicitor or partner to attend the final hearing.

The additional cost of our attendance will depend upon the solicitor responsible for your case and their availability, the complexity of the claim and your preference as to who you want to attend with you.

Head of team/partner	£375 – £425 plus VAT
Senior Associate	£300 - £350 plus VAT
Associate	£275 – £290 plus VAT
Solicitor	£210 – £275 plus VAT
Paralegal	£200 plus VAT
Trainee	£165 plus VAT

2. Disbursements

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Disbursements are costs related to your matter that are payable to third parties, such as counsel's fees. We handle the payment of disbursements on your behalf to ensure a smoother process.

Counsel's fees for preparing for and attending the final hearing will vary according to the experience and seniority of the barrister being instructed, the complexity of the case, the number of days that the hearing takes and their travel costs. However, as a general indication, counsel's fees are typically made up of a brief fee for preparing for and attending the first day of the tribunal hearing in the region of £5,000 – £10,000 plus VAT, plus a refresher fee of £3,000 – £6,000 plus VAT for each additional day the hearing lasts.

3. Electronic identity verification check & sanctions checks

We are required by law to verify the identity of our clients. To satisfy this requirement we carry out online ID verification checks on our clients and we charge a fee of £15 – £20 plus VAT for each check undertaken (or up to £40 plus VAT per check if an international business check is required). The online ID verification checks include a financial sanctions check. In the event that a standalone financial sanctions check is required, we charge a fee of £5 plus VAT for each check undertaken.

How long will my matter take?

The time that it takes from taking your initial instructions to the final resolution of your matter depends on the complexity of your case, the stage at which your case is resolved, and the length of any final hearing. If a settlement is reached during the pre-claim conciliation process, your case is likely to take between 2 – 8 weeks. If your claim proceeds to a final hearing, your case can take anything between 12 – 18 months to resolve. However, this is only an estimate and we will be able to give you a more accurate timescale once we have more information and as the matter progresses. In complex discrimination claims this timescale can be extended to a significantly longer period of 2 years or more.

Contact Us

If you would like an actual cost estimate or for further details on the employment law team at Steele Raymond please click [here](#).