

Indicative Pricing For Bringing or Defending a Claim of Unfair Dismissal

Simple case: £5,000 - £8,000 + VAT

Medium complexity case: £8,000 - £12,000 + VAT

High complexity case: £12,000 - £25,000 plus + VAT

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 litigants in person
- Making or defending a costs application
- Complex preliminary issues such as whether the 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 e.g. if you are dismissed after blowing the whistle on your employer
- Allegations of discrimination which are linked to the dismissal

Generally, a claim will be heard over 1 – 4 days depending on the complexity of your case. If there are other claims, such as whistleblowing or discrimination for example – more time at Tribunal may be required. It is usual for us to instruct counsel to attend tribunal with you and carry out the advocacy of the case.

Disbursements

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

Counsel's fees are usually estimated between £800 – £1,500 + VAT per day plus a brief fee (depending on experience of the advocate) for attending a Tribunal Hearing (including preparation) in the region of £1,500 - £3,500 + VAT depending on seniority.

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 subject to change)

Making Experience Count

- 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 through 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 and attendance at 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 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.

How long will my matter take?

The time that it takes from taking your initial instructions to the final resolutions of your matter depends largely on the stages at which your case is resolved. If a settlement is reached during pre-claim conciliation, your case is likely to take between 2 – 16 weeks. If your claim proceeds to a Final Hearing, your case is likely to take up to 52 weeks. 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.

Contact Us

Further details on the employment law team at Steele Raymond is located [here](#). If you are interested in finding out more information about how we could assist your business with Debt Recovery, please contact our specialist legal adviser Nikki Gates.