

Our prices and costs explained

Our team has decades of experience in delivering high quality work in all matters relating to Employment law.

We have 3 members of the team who may work on your matter. Regardless of who works on your matter, they will be supervised by Gary Lederberg, Head of Litigation.

The team is comprised of:

- Susan Kemball – Director
- Simon Barnett – Director
- Michelle Platt – Associate

Our estimated legal fees for bringing and defending claims for unfair or wrongful dismissal

- Simple case: £5,000 – £15,000 (excluding VAT)
- Medium complexity case: £15,000 – £25,000 (excluding VAT)
- High complexity case: £25,000+ (excluding 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 (if not agreed by the parties)
- The number of witnesses and documents
- Allegations of discrimination which are linked to the dismissal

There will be an additional charge for attending a Tribunal Hearing of £750 - £1,500.00 per day (excluding VAT). Generally, we would allow 1-3 days depending on the complexity of your case.

Disbursements/Expenses

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

Some disbursements may also attract VAT.

Counsel's fees estimated between £1,500 to £5,000 per day (depending on experience of the advocate) for attending a Tribunal Hearing (including preparation).

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);
- 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 the 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 a bundle of documents;
- Reviewing and advising on the other party's witness statements;
- Agreeing a list of issues, a chronology and/or case list;
- Preparation for Final Hearing, including instructions to Counsel.

The stages set out above are only an indication and if some of the stages above are not required, the fee will be reduced.

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 up to 12 weeks. If your claim proceeds to a Final Hearing, your case is likely to take 6-18 months. 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.

Tax Advice

We do not provide Tax Advisor Services to our clients, which involves providing material aid, or assistance or advice, in connection with the tax affairs of clients, whether provided directly or through a third party, even where such services are incidental to or arise during the provision of our services.