

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



The fees set out below cover all of the work in relation to the following services and key stages of a claim:

- Taking your initial instructions, reviewing the papers and advising you on merits and likely compensation that could be awarded (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 before a claim is lodged
- Preparing the claim or response
- Reviewing and advising on the claim or response
- Exploring settlement and negotiating settlement throughout the process preparing and updating as appropriate or advising on the schedule of loss
- Preparing for (and attending) a Preliminary Hearing
- Exchanging documents with the claimant or employer or their representative and agreeing a bundle of documents
- Taking witness statements, drafting statements and agreeing their content with the witnesses preparing a bundle of documents for the hearing
- 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 the 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 or defence of it yourself and only have our advice in relation to some of the stages. This can also be arranged on your individual needs.

Fee range

Simple case would be fixed at between	£5,000 – £10,000 (excluding VAT)
Medium complexity case would be fixed at between	£10,000 – £25,000 (excluding VAT)
High complexity case would be fixed at between	£20,000 – £45,000 (excluding VAT)

VAT is charged at 20%

Factors that could make a case more complex:

- If it is necessary to provide further information about an existing claim or response to one
- Making or defending a costs application
- The number of witnesses and documents involved
- If it is an automatic unfair dismissal claim e.g. if the claimant was dismissed after blowing the whistle on his/her employer
- Where the other party is unrepresented
- Where there is a dispute about whether a party has complied with directions made by the tribunal (e.g. around disclosure)

If the case involves allegations of discrimination this will make the matter more complex and involve additional cost. You should contact us for an estimate of the likely costs in such cases.

The fee range includes advocacy at the hearing(s) provided either by us or an appropriate barrister specialising in employment tribunal cases.

If the case involved the use of an expert e.g. the preparation of a medical report then those costs would be in addition to the figures shown above. An expert medical report might typically cost £1,500 – 2,000 plus VAT

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How long will the matter take?

The time that it takes from taking your initial instructions to the final resolution of the matter depends largely on the stage at which the case is resolved. If a settlement is reached during pre-claim conciliation, the case is likely to take 1–4 weeks. If the claim proceeds to a Final Hearing, the case is likely to take between 26–52 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.

Our team

Please log on to www.downslaw.co.uk/our-people/employment/

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