

QUASTELS

Costs and service information on Employment Tribunal Claims for unfair or wrongful dismissal

Our pricing for bringing and defending claims in the Employment Tribunal for unfair or wrongful dismissal to a final hearing is as follows:

- Simple case: £7,500 to £20,000 (excluding VAT)
- Medium complexity case: £20,000 to £40,000 (excluding VAT)
- High complexity case: £40,000 to £80,000 (excluding VAT) (please note that very complex cases could exceed £80,000)

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 because you are pregnant
- Allegations of discrimination which are linked to the dismissal

Disbursements

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.

Counsel's fees estimated between £5,000 and £15,000 (excluding VAT) for the first day of the Tribunal Hearing (including preparation time) and between £1,500 and £4,000 per day (excluding VAT) for each additional day of the Hearing (depending on experience of the advocate).

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 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 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

QUASTELS

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

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 four to 12 weeks.

If your claim proceeds to a Final Hearing, your case is likely to take between six and 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.

Our Team

Our team has significant experience in delivering high quality work in all employment matters, including claims for unfair and wrongful dismissal.

The main members of the team likely to work on or assist with your matter are:

Adam Convisser

Solicitor & Partner

Robert Kay

Solicitor & Partner and Head of Litigation and Dispute Resolution

Daniel Blake

Solicitor

Further information on Adam, Robert and Daniel can be obtained from their profiles on this site.

This is an example provided for illustrative purposes to show how we work. Charges and costs vary considerably between matters. Consequently this information is a general indication of costs based on an analysis of costs over the past two years. Please contact us for a personalised quote or to discuss the work involved.