

Although the Employment Team's focus is very much on keeping employers out of the Employment Tribunal, over our combined experience of over 60 years, we have successfully defended a huge array of cases of varying degrees of complexity.

Our pricing for defending claims for unfair or wrongful dismissal will very much depend on the complexity of the case. The below is, therefore, intended only as a rough guideline:

- » Simple case: £7.5k-£10k plus VAT
- » Medium complexity: £10k-£15k plus VAT
- » High Complexity: £15k+ plus VAT

In all cases, our fee will be based on the hourly charging rates, which range from £150 plus VAT to £240 plus VAT.

Factors that could influence the complexity of the case and the fees referred to above:

- » Allegations of discrimination
- » Defending claims brought by a litigant in person
- » Additional applications required such as to amend a response or for costs
- » Complex preliminary issues such as contested disability
- » The number of witnesses and documents
- » The reason for a dismissal e.g. whistleblowing

The number of days a hearing is listed for will depend very much on the complexity of the case but generally cases will last between 2-5 days with more complex matters potentially requiring more time.

Counsel's fees will vary depending on the experience of the advocate but will generally include a brief fee of between £1000 and £3000 plus VAT plus a fee of between £750 and £2000 for each additional day. The above fee estimates cover the following key stages of a claim:

- » Taking initial instructions, reviewing the documentation and advising on the merits and risks of the case
- » Entering into ACAS conciliation, where appropriate and continuing to consider settlement throughout the case
- » Reviewing and advising on the claim
- » Preparing a response to the claim
- » Considering the schedule of loss
- » Attending a Preliminary Hearing, where appropriate
- » Preparing, and exchanging documentation with the other party
- » Drafting witness statements and reviewing/advising on the other party's statements
- » Preparing trial bundles and a list of issues, chronology and cast list, where required
- » Preparing instructions to Counsel
- » Preparation and attendance at the final hearing

Timescales

The time required for a matter to conclude can vary greatly. Settling a matter during pre-claim conciliation can take only a matter of weeks or even days. Alternatively, seeing a matter through to the final hearing can take between 4-9 months and there may be additional time to wait for a Tribunal's decision if this is not given at the hearing. This is just an estimate and timescales will continue to be discussed throughout the case.