

Employment Law

Pricing and Service Information



Fees for bringing and defending claims for unfair or wrongful dismissal

- Simple case: £1,000-£6,000 (excluding VAT)
- Medium complexity case: £6,000-£15,000 (excluding VAT)
- High complexity case: £15,000-£30,000(excluding VAT)

Factors that may make a case more complex are:

- 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 for blowing the whistle on your employer
- 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 £1,250 to £1,500 per day (depending on experience of the advocate) for attending a Tribunal Hearing (including preparation)

Key stages

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

- Taking you 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 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 on your individual needs.

How long will my matter take?

Timescales vary considerably depending on the details of your specific case and wherever possible we will try and provide you with an idea of expected timescales at the point we take your instructions.

North Walsham
46-47 Market Place
North Walsham
NR28 9BT
01692 660230

Norwich
St Catherine's House
All Saints Green
Norwich
NR1 3GA
01603 693500

Sheringham
3 Augusta Street
Sheringham
NR26 8LA
01263 823398



@ClaphamandC

www.clapham-collinge.co.uk

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