

Guideline fees for Employment Matters – Unfair/Wrongful Dismissal

This guide will provide an indication of our fees, but a more tailored estimation of the likely costs involved will be provided once we have held an initial telephone or face-to-face appointment to discuss your particular circumstances.

We charge for the time spent dealing with your matter on an hourly rate of £275 plus Vat for a Partner.

Costs

Our pricing for bringing or defending a claim for unfair or wrongful dismissal is as follows:

Straightforward case (up to and incl. 1-day hearing):	Complex case (incl. 2 to 4 day hearing)	Highly complex case (incl. 5 to 7 day hearing)
£4,000 to £5,000 plus Vat	£6,000 to £7,000 plus Vat	£7,500 to £12,000 plus Vat

Complexity

Factors that can increase the complexity of a case include:

1. More than one preliminary Case Management Hearing held in Manchester or Carlisle.
2. Hearings lasting more than one day.
3. Allegations of discrimination.
4. Complex contractual arguments.
5. The number and type of witnesses.
6. The volume and complexity of relevant documentation or employment records.
7. Whether there are any complex preliminary issues such as limitation concerns.
8. Are amendments required to a claim or defence.
9. The opposing party being a litigant-in-person (legally unrepresented).

Disbursements

These are 'out of pocket expenses' which relate to your case but which we pay to third parties on your behalf. For example, court fees (if a claim is issued in the county court as opposed to the Employment Tribunal where no fee is payable) or barrister fees.

Barristers' initial fees are usually in the range of £1,000 to £2,000 plus Vat per day depending on level of expertise and seniority and are payable in addition to our costs as stated above.

Please telephone Matt Viner on 01229 828814 to discuss your particular requirements.