

# Employment Tribunal Claims



Pellys

# Unfair and Wrongful Dismissal

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

Simple case:

**£2,000-£7,000 plus VAT**

Medium complexity case:

**£7,000-£15,000 plus VAT**

High complexity case:

**£15,000-£50,000 plus VAT**

Our hourly rates range from £200 plus VAT to £295 plus VAT.

## Factors that could make a case more complex:

- If it is necessary to make or defend case management applications, e.g. 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 has a disability (if this is not agreed by the parties).
- The number of witnesses and documents.
- If it is an automatic unfair dismissal claim, e.g. whistleblowing.
- Allegations of discrimination which are linked to the dismissal.

There will be an additional charge for attending a Tribunal Hearing.

Generally, we would allow 1-10 days for the Hearing depending on the complexity of your case.

## Disbursements

Disbursements are costs related to your matter that are payable to third parties, such as travelling expenses and Counsel's fees. We handle the payment of the disbursements on your behalf to ensure a smoother process.

Counsel's fees range between £800 to £1500 per day plus VAT (depending on experience of the advocate) for attending a Tribunal Hearing in addition to a preparation fee for a final hearing (called a "brief fee") which varies between £1,000 to £10,000 plus VAT.

\*VAT is charged at 20%

## 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 the hearing bundle of documents.
- Taking instructions for and drafting statements and agreeing their content with witnesses.
- 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 only. You may wish to handle the claim yourself and only have our advice in relation to some of the stages. We can tailor our services to your individual needs.

## How long will my matter take?

The time that it takes from receiving 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 2-6 weeks.

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

## The team

The Employment Team is headed up by Andrew Arnold, a Fellow of the Chartered Institute of Legal Executives and has over 20 years' experience bringing and defending claims in the Employment Tribunal. He is assisted by Richard Murrall who has over 25 years' experience advising employers and employees in relation to their legal rights.