



Private Fees in Unfair and Wrongful Dismissal Claims

Hourly Rates

Where it has been agreed that our work on your case will be charged by the hour, the hourly rates vary according to the experience of the lawyer who has day to day conduct of your case:

Grade of Fee Earner	Hourly Rate
Solicitors/employed barristers with 8+ post qualification years	£375 plus VAT
Solicitors/employed barristers with 4+ post qualification years	£320 plus Vat
Solicitors/employed barristers with 2+ post qualification years	£250 plus VAT
Trainee solicitors, paralegals and other fee earners	£150 plus VAT

Range of Costs

Typically, a claim of Unfair Dismissal that goes all the way to a contested final hearing, involves between 60 – 100 hours of solicitor work. This means that our price for bringing and Unfair Dismissal claim (assuming a 3 year qualified solicitor) would range from:

Low complexity - £15,000 - £18,000

Medium complexity £18,000 – 20,000

High complexity: £ 20,000 - £25,000

We will always tell you in advance which range applies to your case. Factors that make an Unfair Dismissal claim more complex include:

- claims with a lengthy history
- claims that are very document heavy
- claims involving multiple tribunal hearings
- claims involving more than one employer
- claims where there are also allegations of discrimination or whistle-blowing

Advocacy Fees

There will be an additional cost to have a barrister carry out the advocacy on your behalf at the final hearing.

Barristers charge a “brief fee” which covers the cost of preparing the advocacy and the cost of appearing for you on the first day. If the final hearing is arranged from more than 1 day, barristers charge a daily “refresher fee” which covers the costs of appearing for you on any additional days.

Typically, these fees range from:

Grade of Barrister	Brief Fees	Refresher
QC	£8,000 - £18,000	£5,000 - £7,000
Barrister 8yrs + call	£5,000 - £8,000	£3,000 - £5,000
Barrister 4 – 8 yrs call	£2,000 – 5,000	£,10000 - £3,000
Barrister 1 – 4 yrs call	£500 - £2,000	£350 - £1,000

We will always obtain a quote from the barrister chosen to represent you at the final hearing, in advance of agreeing their attendance, so that you can make a decision about whether you want to incur this cost.

VAT

Vat is payable on both solicitor and barrister fees at the prevailing rate (currently 20%).

Expenses

Additional costs payable in relation to your case, such as experts' fees, vary depending on whether your case requires this additional expense.

Key Stages

The fees set out above for our work cover all the work in relation to your claim:

- taking initial instructions;
- entering into pre-claim conciliation and exploring settlement
- preparing and submitting your claim form
- reviewing the defence
- attending any preliminary hearing
- complying with case management orders
- instructing counsel
- attending the hearing with you

How Long Will My Claim Take?

If your claim settles at the early conciliation stage then typically it may only involve 6- 8 hours work but much will depend on how lengthy and complex the settlement negotiations are.

On average it takes between 12 – 15 months for a claim to be completed if it goes all the way to a final hearing.

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