

COSTING GUIDE (FOR EMPLOYERS)

Unfair Dismissal Claims

KEY CONTACT



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In the event that an employee should wish to take you to the Employment Tribunal on the grounds of unfair dismissal, we have outlined some examples below as an idea of potential costs* and work involved.

These costs should be used only as a guide and are not definitive. Please contact our Employment Team to receive a quote for your specific situation.

* Please note that all prices listed are exclusive of VAT, which will be charged at the prevailing rate of 20%.

Dependent on:	£8,000 Legal Costs Scenario	£18,000 Legal Costs Scenario
Documents disclosed by you to us as relevant to the claim do not exceed	100 pages	350 pages
Documents disclosed by the claimant to us do not exceed	200 pages	500 pages
Witnesses relied on by you	1 (you)	1 (you) and 1 other
Witnesses relied on by the claimant	1	3
Duration of hearing requiring our attendance	1 day	4 days
Counsel's fees depend on the barrister chosen but typically range from around	£500 for a junior barrister to £2,000 for one of the most senior	£2,000 for a junior barrister to £5,000 for one of the most senior

Typical Steps Involved in Defending an Unfair Dismissal Claim

The precise stages involved in an unfair dismissal claim vary according to circumstances. However, some key stages include:

- » Extensive interview with you to gather information and consider all aspects of the

- potential tribunal claim issued against you;
- » Obtain any necessary supplementary information such as contracts of employment, pay slips and correspondence relating to your employment of the claimant;
 - » Review in detail, the claim, the correspondence between you and the claimant, along with documentation provided by you to identify the claims and issues, and prepare a bundle of documents for disclosure;
 - » Advise you in respect of Acas Early Conciliation and undertake negotiation via Acas;
 - » Draft the company's response to the claim;
 - » Consider in detail the merits of the claim and the response and provide you with a detailed report;
 - » Review documents disclosed by you and the claimant and prepare trial bundle;
 - » Draft and exchange witness statements;
 - » Represent you at the Employment Tribunal along with an experienced barrister;
 - » Undertake settlement negotiations as required.

How Long Will My Matter Take?

In terms of timetable, tribunals aim to conclude matters within 28 weeks.

Our experience is that it can take longer if you require a longer hearing, sometimes 12-18 months.

However, this is governed by the tribunal, for example, the availability of judges and any other hearings cancelled, which may mean that your case can be heard sooner.

Who Will Be Dealing With Your Employment Matter?

Described in the Legal 500 as 'very approachable' with 'fantastic response times and great advice', our Employment Team delivers high quality work in all employment matters for employers and employees.

There are five members of our Employment Team who may work on your matter. Regardless of who works on your matter, they will be supervised by Gary Smith, Partner in our Employment Team.

- » **Darren Hayward**, Managing Partner
- » **Gary Smith**, Partner
- » **Rachel Davis**, Principal Associate
- » **Joanna Sutton**, Principal Associate
- » **Ella Preater**, Secretarial Co-ordinator

Employment Team Hourly Rates

Our Employment Team offers a range of funding options including fixed fees and hourly rates. To give you a guide, our hourly rates range from £140 to £550 depending on the level of complexity involved in your case and the experience of the solicitor involved. Please call us to discuss potential costs of your case and obtain a formal quote.