LACEYS SOLICITORS

Employment Fees

for unfair or wrongful dismissal claims

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1. Our Fees

Our fees for advising clients bringing and defending claims for unfair or wrongful dismissal will depend on the circumstances of the case: how complex it is, how many documents and witnesses are involved, how many allegations there are to be considered etc (please see 'factors that could make a case more complex' below).

A guide to the likely fees is as follows (excluding VAT, charged at 20%):

Work undertaken	Cost Range
Simple Case (typically a 1-day hearing)	£10,000 - £15,000
Medium complexity case (typically a 2-5 day hearing)	£18,000 - £45,000
High complexity case (typically a 5-10 day hearing)	£50,000 - £150,000

We charge based on an hourly rate which varies depending on the member of staff dealing with your matter.

Our hourly rates are as follows (excluding VAT, charged at 20%):

Work undertaken	Cost per Hour
Partner	£400
Senior Associate	£380
Trainee Solicitor	£215
The seniority of the members of staff dealing with your case will depend on its complexity. We will discuss this with you when you instruct us.	

These fees only apply to ordinary unfair dismissal and wrongful dismissal cases and not to cases of automatic unfair dismissal or those involving discrimination or whistleblowing issues. Automatic unfair dismissal, discrimination and whistleblowing cases are usually more complex and will involve higher fees.

Following our initial consultation and once we know more details about your particular case, we can provide you with a more specific estimate of the fees likely to be involved.

2. Insurance

You may have other funding options available, such as cover under an insurance policy. We will discuss this with you during our first consultation.

3. Factors that could make a case more complex

- ✓ 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 claim has reasonable prospects of success or should be struck out
- ✓ If expert evidence is required (such as a ~~a~~ medical report)
- ✓ The number of witnesses and documents

We may instruct Counsel to draft/review documents, advise on particular aspects of your case or represent you at Tribunal hearings depending on the circumstances of the case. Please see 'disbursements' below. Where Counsel is representing you at a hearing, there will be an additional charge for a member of staff to attend the hearing to assist you and Counsel, charged at our hourly rates referred to above depending on the seniority of the member of staff.

4. Disbursements

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

Counsel's fees (excluding VAT, charged at 20%) typically range between:

Work undertaken	Cost Range
Drafting and Advisory Work	£125 - £400 per hour
Tribunal Hearing – Day 1, including preparation time	£650 - £11,250 per day*
Additional Hearing Days	£650 - £2,250 per day*
*Depending on experience of the advocate and length of Tribunal hearing	

5. Key Stages

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

1. 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)
2. Entering into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached
3. Preparing claim or response
4. Reviewing and advising on claim or response from other party
5. Exploring settlement and negotiating settlement throughout the process
6. Preparing or considering a schedule of loss
7. Preparing for (and attending) a Preliminary or Case Management Hearing
8. Exchanging documents with the other party
9. Taking witness statements, drafting statements and agreeing their content with witnesses
10. Preparing and/or agreeing a bundle of documents
11. Reviewing and advising on the other party's witness statements
12. Preparing for (and attending) a judicial mediation or dispute resolution appointment
13. Agreeing a list of issues, a chronology and/or cast list
14. Preparation and attendance at Final Hearing, including instructions to Counsel

The stages set out above are an indication and if some of 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 based on your individual needs and case.

6. How long will my matter take?

The time that it takes from taking your initial instructions to the final resolution of your matter depends largely on the stage at which your case is resolved.

Employment Tribunals are currently experiencing significant delays.

- ✓ If settlement is reached during pre-claim conciliation, the matter is likely to take **1 to 3 months.**
- ✓ If the claim proceeds to a Final Hearing, it is likely to take **6 months to 3 years.**

These timescales are estimates only. We will be able to give you a more accurate indication once we know more about your case and as the matter progresses.