

Transparent Pricing Policy - Unfair & Wrongful Dismissal

1. No Win No Fee - Unfair & Wrongful Dismissal

- We endeavour to fund the majority of the unfair and wrongful dismissal cases we take on under a 'no win, no fee' agreement (also known as a damages based agreement). This means that you would only pay our fees at the end of the case if you have won damages under a settlement (from a payout). We would then deduct our fees from your winnings.
- Conventionally, the share of your damages taken as our fee would be 35% (inclusive of VAT (currently 20%). This means that you would receive 65% of your damages. Details of this arrangement would be set out in a formal agreement for you to consider.
- For a typical unfair and/or wrongful dismissal claim, this arrangement would cover all your disbursements/expenses, including the cost of representing you at the employment tribunal, subject to you contributing the sum up to £200 plus VAT (20%) towards any travel and / or accommodation costs incurred.

2. Privately Paying - Unfair & Wrongful Dismissal.

- If we are unable to take your unfair or wrongful dismissal case under a 'no win, no fee' arrangement, we may be able to represent you on an hourly rate basis.
- The average cost of taking an unfair dismissal claim to the tribunal is £3,000-6,000 plus VAT (currently 20%).
- The average cost of taking a wrongful dismissal claim (these tend to be simpler claims) to the tribunal is £3,000-4,000 plus VAT (currently 20%).
- These estimated costs do not include the cost of representing you at the tribunal (please see more details below).
- However, these costs can increase for various reasons: eg (1) if the case is more complex than normal (2) involves more witnesses (3) there are more facts to prove (especially in constructive dismissal claims, which tend to be more factually complex) (4) the Respondent is not legally represented. The costs will also be higher if the case is intertwined with more complex claims such as TUPE claims, discrimination claims or has whistleblowing, health and safety or unlawful deduction from wages.

3. Our current hourly rates for Unfair & Wrongful Dismissal are:

- Solicitor: £175-£250 per hour plus VAT
- Paralegal: £100-£125 per hour plus VAT

4. Information on experience and qualifications of staff

- Our team is made up of various solicitors/lawyers (barristers) and paralegals with 5 to 20 years' experience in employment law and litigation.
- The team is supervised by Mr Tom Street who has over 21 years' experience working in employment law and who qualified as a solicitor in 2003.

5. In terms of possible disbursements (expenses) for unfair dismissal and wrongful dismissal claims, they are as follows:

- **Barrister's costs.** If we are unable to represent you at the final hearing under a "no win, no fee" agreement (or under an hourly rate or fixed fee arrangement), you may choose to pay for a barrister to represent you. The cost of this representation will depend on how long the final hearing is and the seniority of the barrister. Typically, however, a junior barrister will charge a minimum of £800-£1,000 plus VAT (20%) per day. More senior barristers will charge up to £1,500-£2,000 plus VAT (20%) per day.
- **Travel/accommodation costs.** If we travel to an employment tribunal to represent you over a number of days, we will seek a contribution towards our travel and hotel expenses. However, we limit this to £200 plus VAT

6. **Unfair & Wrongful Dismissal**

- What services are included in the above price estimates, including the key stages of the matter and likely timescales for each stage?
- The services included in the price are all of the normal stages of an employment tribunal claim. As such, this includes (1) pre-action correspondence and negotiation (2) registering your case with ACAS early conciliation and dealing with ACAS early conciliation process (if you haven't already done this); (3) preparing and issuing the claim form (ET1); (4) reviewing the defence (ET3); (5) preparing for and attending at the preliminary hearing (6) preparing the schedule of loss; (7) producing a list of your documents and exchanging documents; (8) preparation of witness statements; (9) preparation for trial; (10) attendance at trial on your behalf or instructing a barrister to attend.
- In terms of timescales, how long your unfair or wrongful dismissal case takes to conclude depends upon whether it can be settled or whether it proceeds all the way to a final hearing. Settlement can take weeks or months (it can happen at any time prior to trial). However, if settlement cannot be achieved, then, dependent upon tribunal availability, your case could take up to 18 months to reach final hearing.