

Costs and Service Information

Employment claims for unfair or wrongful dismissal For Businesses

Prices

Fees charged by Tait Farrier Graham				Fees payable to third parties ('Disbursements')				ESTIMATED TOTAL FEES
Fee	Range	VAT	Subtotal	Fee	Range	VAT	Subtotal	
Legal fee *	4-8000	£800- £1600	£4800- £9600	Counsel's fees	4-6000	£800- £1200	£4800- £7200	£9600- £16800
* basis of charging = hourly rate £175 based on 23-46 hours to complete the work.								

Work included and key stages

The precise work and stages involved in defending an unfair or wrongful dismissal claim vary according to the circumstances. If the claim involves allegations of discrimination the amount of work is likely to be greater and a specific estimate should be sought once all of the issues have been identified. The work itself is very intensive as the timescale from the start of the Tribunal proceedings to final hearing are relatively short and are typically about 6 months. However, we have set out the key stages involved in a typical claim:

- Taking your initial instructions, reviewing the papers and advising you on merits and likely compensation.
- Entering into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached.
- Preparing your response.
- Reviewing and advising on the claim from the other party.
- Exploring settlement and negotiating settlement throughout the process.
- Considering a schedule of loss.
- Preparing for (and attending) a Preliminary Hearing.
- Exchanging documents with the other party and agreeing a bundle of documents.
- Taking witness statements, drafting statements and agreeing their content with witnesses.
- Preparing bundles of documents.

- 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.

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Services excluded

Our service will **not** include any of the following:

- Advice or assistance in relation to any appeal.

Approximate/ average timescales

The time that it takes from 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 **X – X** weeks/ months. If the claim proceeds to a Final Hearing, your case is likely to take 10-18 months. 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 your case progresses.

Factors that could increase costs

In some circumstances we may increase our fees to account for additional time, work or skill required to meet your instructions. Examples include:

- If it is necessary to defend applications to amended claims or provide further information about an existing claim.
- If we defend a costs application.
- If there are complex preliminary issues such as whether the claimant is disabled (if this is not agreed by the parties).
- The number of witnesses and documents.
- If there is an automatic unfair dismissal claim e.g. if the person has been dismissed after blowing the whistle on their employer.
- If there are allegations of discrimination which are linked to the dismissal.

Qualifications and experience of our team

Our employment team includes:

Name	Position	Experience
PHILIP SHEPHERD	SOLICITOR	10 YEARS year qualified- 1986

Regardless of who works on your matter, they will be supervised by **Suzanne Todd**