**Costs and Service Information**

**Employment claims for unfair or wrongful dismissal**

**For businesses**

**Prices**

Please note that there will be two elements to the prices as set out below:

1. Fees charged by **GLP Solicitors**; and
2. Fees payable to **third parties**.

Please ensure that you consider both parts of the price information.

**Fees charged by** **GLP Solicitors**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case type** | **Legal fee\*** | **VAT**  (charged at 20%) | **TOTAL** |
| Simple case | £3,000 - £4,000 | £600 - £800 | £3,600 - £4,800 |
| Medium complexity case | £4,000 - £5,750 | £800 - £1150 | £4,800 - £6,900 |
| High complexity case | £5,751 - £7,500 | £1149 - £1,500 | £6,900 - £9,000 |
| \* basis of charging = average hourly rate of £241. Hourly rates for fee earners in our debt recovery team are set out in the ‘Qualifications and experience of our team’ section below.  Based on 13 – 17 numbers of hours to complete the work for a simple case.  Based on 17 – 24 numbers of hours to complete the work for a medium complexity case.  Based on 24 – 32 numbers of hours to complete the work for a high complexity case. | | | |

**Factors that affect the complexity of a case:**

* 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 claimant is disabled (if this is not agreed by the parties).
* The number of witnesses and documents.
* If it is an automatic unfair dismissal claim e.g. if you are dismissed after blowing the whistle on your employer.
* Allegations of discrimination which are linked to the dismissal.

***We will be able to give you an idea of which case type you are likely to have once we receive details of your case from you.***

**Fees payable to third parties (‘disbursements’)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Disbursement** | **Fee** | **VAT**  (charged at 20%) | **TOTAL** |
| Tribunal fee | £0 | £0 | £0 |
| Counsel’s fees per day | £750 - £1,500 | £150 - £300 | £900 - £1,800 |
|  |  |  |  |
|  | | **SUBTOTAL** | **£900-1,800** |

At present there are no fees payable to the Employment Tribunals for commencing claims although we understand this is under review by the Government.

**Work included and key stages**

The precise work and stages involved in defending an unfair or wrongful dismissal claim vary according to the circumstances. 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 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 bundle 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.

**Services excluded**

Our services (within the scope of this costs information) 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, we will of course be able to give you a more accurate timescale once we have more information and as your case progresses.

**Qualifications and experience of our team**

Our employment team includes:

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Position** | **Hourly rate (£)** | **Experience** |
| Paul Wainwright | Partner | 250.00 | 30 years sector experience with extensive knowledge of all areas. |

Regardless of who works on your matter, they will be supervised.