**Costs and Service Information**

**Employment claims for unfair or wrongful dismissal**

**For individuals**

**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.
* 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 bringing 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 claim.
* Reviewing and advising on response from the other party.
* Exploring settlement and negotiating settlement throughout the process.
* Preparing 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;
* unforeseen complications such as a change in the nature, value or complexity of the claims;
* any enforcement action that is required or necessary to defend;
* any introduction of discrimination allegations (in which case the Tribunals will usually order a minimum of 2 days of hearing even in simple discrimination claims);
* any insolvency issues (Claimant or Respondent);
* counter claims within the claim itself;
* multi-party actions;
* issues as to Jurisdiction of the tribunal to hear the claims;
* requirement for interpreters;
* defence of claims by litigants in person (i.e. where the claimants representing themselves);
* any other complicating or unexpected issue which may arise from time to time (which we will identify as early as possible and report to you along with revised costs estimates).

**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 **4 – 6 weeks**. If your claim proceeds to a Final Hearing, your case is likely to take **12 - 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.

**Early Settlement**

At every stage, we aim to provide guidance on the advantages of resolving the claim without proceeding to a full hearing. We conduct a cost-benefit analysis to ensure that it is financially prudent to either continue defending against or pursuing the claim.

**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.