

## EMPLOYMENT

### Range of Costs:

Our pricing for bringing and defending claims for unfair or wrongful dismissal.

Simple case: £5,000 - £10,000 (excluding VAT).

A simple case would be a 1 day unfair dismissal hearing. There would be no elements of discrimination or it would not be an automatic unfair dismissal claim. There would be 1 or 2 witnesses and the documents would be between 50-100 pages in the trial bundle. There would be no element which would make the case more complex. Please see below.

Medium complexity case: £9,500 - £15,000 (excluding VAT)

This would be a 1-2 day trial. This will be where there would be 2-3 witnesses and documents in a trial bundle will amount to between 100-150 pages.

High complexity case:

This is difficult to estimate until full instructions are obtained. Please see below what amounts to factors that make a case more complex.

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 litigant in person
- Making or defending a cost 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
- It is an automatic unfair dismissal claim for example, if you are dismissed after blowing the whistle on your employer
- Allegations of discrimination which are linked to the dismissal

There will be an additional charge for the solicitor attending a Tribunal hearing of £750.00 plus VAT per day.

## **Disbursements**

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

It is always difficult to estimate Counsel's fees and it depends on the experience of the advocate for attending a Tribunal hearing, and it may include preparation.

## **Key stages**

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

- 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)
- Entering into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached
- Preparing claim or response
- Reviewing and advising on claim or response from other party
- Exploring settlement and negotiating settlement through the process
- Preparing and 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 parties' witness statements
- Agreeing a list of issues, a chronology and/or case list
- Preparation and attendance at final hearing, including instructions to counsel

The stage is set out above are an indication and if some of the 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 on your individual needs.

## **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. If a settlement is reached during pre-claim conciliation, your case is likely to take between 2-4 weeks. If your claim proceeds to a final hearing, it does depend on which Tribunal you are at and the timetable set. 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 the matter progresses.

**Solicitor that will handle the cases**

Krishna Santra is an experienced employment lawyer. She has over 15 years' experience in employment ranging from advisory work to issuing and defending claims in the Employment Tribunal. Her court experience includes Employment Appeal Tribunal, High Court and Court of Appeal Litigation. Her experience includes dealing with multi-layered and complex discrimination claims.

Krishna's qualification and position can be found by clicking on the link below.

[Krishna Santra](#)