

Our fees include all work related to the following key stages of a 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 with ACAS (where mandatory) to establish whether or not settlement can be reached
- Preparing a claim or response
- Reviewing and advising on a claim or response from the other party
- Exploring settlement and negotiating settlement throughout the process
- Preparing or considering a schedule of loss
- Preparing for (and attending) a Preliminary Hearing
- Disclosure of documents and exchanging documents with the other party and agreeing a bundle of documents
- Drafting and preparation of witness statements and agreeing their content with witnesses
- Preparing and agreeing a joint 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 the Final Hearing, including instructions to Counsel and submissions

The stages set out above are an indication only. Each case is different.

Unfair Dismissal / Constructive Dismissal

Case Type	Fees
Simple Case	£8,000 - £14,000 (plus VAT)
Medium complexity case	£14,000 - £20,000 (plus VAT)
High complexity case	£20,000 - £32,000 (plus VAT)

Discrimination

Case Type	Fees
Simple Case	£15,000 - £20,000 (plus VAT)
Medium complexity case	£20,000 - £25,000 (plus VAT)
High complexity cases	£25,000 - £35,000 (plus VAT)

Wrongful dismissal claims / unlawful deduction of wages

Case Type	Fees
Simple Case	£6,000 - £9,000 (plus VAT)
Medium complexity case	£9,000 - £12,000 (plus VAT)
High complexity cases	£12,000 - £15,000 (plus VAT)

Additional Charges

As well as our fees, you should allow for additional charges. As a guideline, these are as follows:

There will be an additional charge for attending a judicial mediation if agreed between the parties and the Tribunal. Fees for a one-day mediation are £2,500 (plus VAT). These fees include all preparation and attendance.

If a hearing is adjourned within two weeks of the listed hearing, additional costs will be incurred for Counsel where instructions have already been sent.

Counsel's fees are estimated between £750 to £1,500 per day plus VAT (depending on experience of the advocate) for attending a Tribunal Hearing (including preparation).

There will be additional fees for attending the final hearing of £1,500 per day (plus VAT). Generally, we would allow 1 – 6 days depending on the type and complexity of your case. Where there are multiple claims a final hearing could exceed 6 days.

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

You may prefer to handle the claim yourself using our advice on key stages. We will be happy to arrange for this with you.