

Pricing Guide

Employment - Business

Our employment team are highly skilled and experienced in advising businesses on a wide range of employment law issues. Our in depth legal and industry knowledge allows us to consistently deliver technical excellence and commercially astute advice. Clients commend us for our collaborative and commercial approach.

Funding

Most employment matters are privately funded but we will explore with you alternative sources of funding such as legal expense insurance.

Our pricing for defending claims for unfair dismissal or wrongful dismissal depends on the complexity of the matter and the stage at which we are instructed. We charge according to an hourly rate (between £300 - £400 excluding VAT) and broadly, you can expect costs to be in line with the following:

In simple cases: between £15,000 - £20,000 (excluding VAT)

In medium complexity cases: between £20,000 - £30,000 (excluding VAT)

In high complexity cases: between £30,000 - £50,000 (excluding VAT)

Factors that could make a case more complex include:

- If it is necessary to make a request for further information about an existing claim or make applications for strike out of a claim or a deposit order.
- Defending claims that are brought by litigants in person.
- 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. there is a claim that the employee was dismissed after whistleblowing.
- Allegations of discrimination which are linked to the dismissal.
- Making or defending a costs application.

Since all claims are different we will always provide a tailored cost estimate at the start of the matter.

Disbursements

Disbursements are costs that are payable to third parties such as barrister or expert fees. We will handle the payment of the disbursements on your behalf to ensure a smoother process. These additional costs will not be incurred without your prior agreement. Generally you can expect a barrister to be instructed to represent you at the Final Hearing and possibly to provide ad hoc advice in the stages before. We will discuss with you the benefits of instructing a barrister in advance and make recommendations as to their appropriate level of seniority and experience which in turn has an impact on his/her fees.

Depending on the seniority and experience of the barrister, you can expect his/her fees to be between £3,000 to £4,000 (excluding VAT) per day for attending and representing you at an Employment Tribunal Hearing (including preparation).

Key stages

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

- Taking initial instructions, reviewing the papers and advising on merits and likely compensation (this is likely to be revisited throughout the matter and subject to change).
- Entering into pre-claim conciliation where there is mandatory to explore whether a settlement can be reached.
- Reviewing and advising on the claim.
- Preparing the defence.
- Exploring settlement and negotiating settlement throughout the process.
- Considering a schedule of loss and, if appropriate, preparing a counter schedule of loss.
- Preparing a list of documents and reviewing the other side's list of documents.
- 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 bundle of documents.
- Reviewing and advising on the other party's witness statements.
- Agreeing a list of issues, a chronology and/or cast list.
- Preparing and attending at Final Hearing, including Instructions to a barrister.

The stages 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. We are happy to discuss this with you.

Timescales

The time that it takes from taking preliminary instructions to the final resolution of the matter depends largely on the stage at which the case is resolved. If a settlement is reached during pre-claim conciliation, the case could take only a few weeks. If the claim proceeds to a Final Hearing, the case could take up to nine 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 the matter progresses. Time frames are largely determined by the Employment Tribunal, which can at times experience a backlog. Unfortunately this can sometimes increase the time frame for cases to reach a Final Hearing.

The Team

Your matter will be handled by Sarah Furniss, Partner, who is Head of Employment or Solicitor, Harriotte Underwood.



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