

# LONDON LAW COLLECTIVE

**Our fees for bringing and defending claims for unfair or wrongful dismissal are primarily based on a time spent basis.**

Our hourly rates depend on the seniority of the lawyer and are currently as follows:

- **£290 - £385** an hour plus VAT for our **Directors**
- **£265 - £290** an hour plus VAT for our **Senior Associates**
- **£240 - £265** an hour plus VAT for our **Associates**
- **£100 - £150** an hour plus VAT for our **Paralegals**

Any legal consultants that are used in bring and defending claims will be charged in accordance with the hourly rates set out above, as appropriate to their level of seniority.

The cost will inevitably vary depending on the complexity of the case and may cost in the region of £20,000 - £80,000 (plus VAT) including disbursements (such as counsel's fees, couriers and photocopying charges) in order to either bring or defend a claim for wrongful or ordinary unfair dismissal.

**Factors that could make a case more complex and which may increase costs above this estimate are:**

- If it is necessary to make or defend applications, for example to provide further and better particulars of claim, striking out claims, requests for specific disclosure of documents
- 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)
- Instructing an expert
- 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

## Key stages

**The fees set out above cover all of the work in relation 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 early (pre-claim) conciliation 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 throughout the process
- Preparing or considering a schedule of loss
- Preparing for (and attending) a Preliminary Hearing
- Exchanging documents with the other party and agreeing a bundle of documents
- Drafting witness statements
- Preparing bundle of documents for the Final Hearing
- 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

The stages set out above are an indication and if some of stages above are not required, the fees will be reduced.

**How long will the 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 your claim proceeds all the way to a Final Hearing, your case could take between 6 and 18 months from issuing proceedings. The precise timetable for the steps leading up to the Final Hearing will be managed by the Tribunal and are usually set at the first preliminary hearing.

The above information should be treated as an indicative guide and is not contractually binding.