

# Paying for unfair or wrongful dismissal claims



**Leigh Day**



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Our pricing for bringing claims for unfair or wrongful dismissal is set out below.

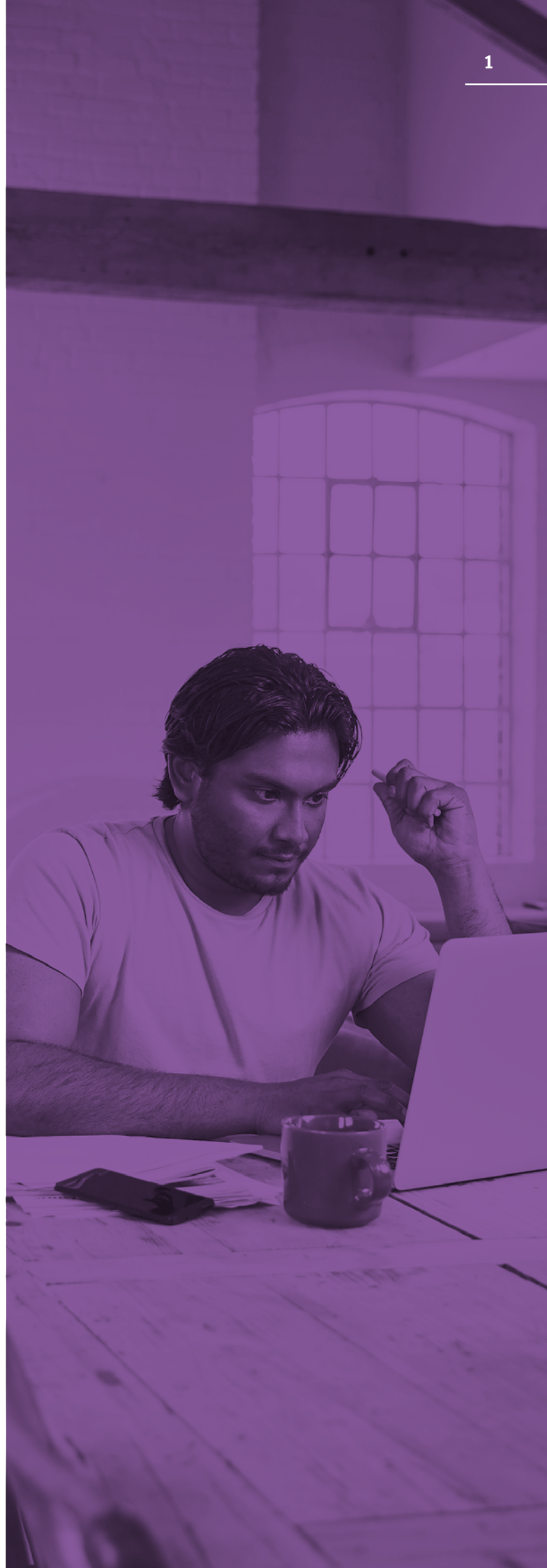
These estimates apply only to dismissal claims and not those claims with additional factors such as whistleblowing or discrimination. For those claims cost estimates will be tailored to the specific circumstances. The qualified solicitors and partners in the Employment department, their experience and expertise can be found on the link “Meet the Team” within the Leigh Day employment department home page.

[MEET THE TEAM](#) 

The General Costs Estimates required by the SRA are set out below. If you choose to instruct Leigh Day, we will be able to give you more specific costs advice.

- **Simple case:** £12,500 - £20,000 plus VAT (currently 20%)
- **Medium complexity case:** £22,500 - £38,000 plus VAT (currently 20%)
- **High complexity case:** £41,250 -£67,500 plus VAT (currently 20%)

Costs are calculated based on our hourly fee rates ranging from £116 plus VAT (for a trainee or paralegal based in our Manchester office) to £450 plus VAT (for a partner based in London ) and depending on the complexity of your case and the experience of the lawyer.





## Factors that could make a case more complex:

- The value of the claim being brought
- The complexity of the allegations
- The process leading to the dismissal
- The identity of the employer / multiple employers
- 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
- The number of witnesses and documents

The estimates above include attendance at a hearing with counsel should that be required. Generally, we would allow 1 - 3 days depending on the complexity of your case.

Disbursements are costs related to your matter that are payable to third parties such as experts. They are not included in the above estimate.

Barristers fees are estimated at between £2,500 to £15,000 per day (plus VAT currently 20%) (depending on the experience of the barrister) for attending a Tribunal Hearing lasting 1 – 3 days (including preparation).

The fees set out above cover all of the work in relation to the following key stages of a claim on the next page.





## 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 where this is mandatory to explore whether a settlement can be reached
- Preparing your claim to the tribunal  
Reviewing and advising on the 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
- 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

The stages set out above are an indication and if some of stages above are not required, the fee estimate will be reduced. If it's more complex and additional stages are required, the fee estimate may increase. 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. It may reduce the costs and we will discuss the costs of each piece of work required.





## 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 and the availability of the tribunal to allocate resources to your case and find a hearing date. If a settlement is reached during pre-claim conciliation, your case is likely to take a few months. If your claim proceeds to a Final Hearing, your case is likely to take 6 - 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 the matter progresses.

For some cases we offer no win no fee agreements and on occasions also offer fixed fee work. We will make this decision at the time we assess the viability of your case and will inform you of our ability to do so before you instruct us. The length of time we take to consider the viability of offering this agreement, i.e. a Damages Based Agreement (DBA), will vary given the factors outlined above, our assessment of the merits and the value of your claim.






# Leigh Day

## Justice for all

Leigh Day is a specialist law firm with some of the country's leading personal injury, product liability, clinical negligence, employment and discrimination, international and human rights teams.

Unlike other law firms, we act exclusively for claimants who have been injured or treated unlawfully by others.

**Contact us for a free, no obligation and confidential discussion**

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