



Costs and Service Information

Employment claims for unfair or wrongful dismissal For Businesses

Prices

Fees charged by Banks Kelly Solicitors

Fee	Average legal fee	VAT		
Legal fee *	£12,500.00 - £20,000.00	£2,500.00 - £4,000.00		
			SUBTOTAL	£15,000.00 - £24,000.00

* **Basis of charging** = hourly rates of £225.00 - £425.00 depending on the level and experience of the solicitor working on your case.

It is very difficult to provide accurate fee estimates without knowing the particular circumstances of your case and this is why our fee ranges are so broad. Please get in touch with us to discuss the details of your case so that we can let you know which end of the fee range your case is likely to sit at. The average top end fee assumes that your case proceeds to final hearing, requires representation from Counsel and the circumstances of your case require us to spend a lot of time reviewing and preparing documentation. For cases that settle prior to a hearing (depending on how early they settle before the hearing is due) our fees are likely to be less and may fall below the fee range quoted.

Work included and key stages

The precise work and stages involved in defending an unfair or wrongful dismissal claim vary according to the circumstances. However, we have set out the key stages involved in a typical claim:

- Taking your initial instructions, reviewing the papers and advising you on merits and likely compensation.
- Entering into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached.
- Preparing your response.
- Reviewing and advising on the claim from the other party.

- Exploring settlement and negotiating settlement throughout the process.
- Considering a schedule of loss.
- Preparing for (and attending) any 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.

Services excluded

Our service will **not** include any of the following:

- Advice or assistance in relation to any appeal.

Approximate/ average timescales

The time that it takes from your initial instructions to the final resolution of your matter depends largely on the stage at which your case is resolved. If the claim proceeds to a Final Hearing, your case is likely to take up to 12 months depending on the Employment Tribunals' timetable. 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 your case progresses.

Factors that could increase costs

In some circumstances we may increase our fees to account for additional time, work or skill required to meet your instructions. Examples include:

- If it is necessary to defend applications to amended claims or provide further information about an existing claim.
- If we defend a costs application.
- If there are complex preliminary issues to address.
- The number of witnesses and documents.
- If there is an automatic unfair dismissal claim e.g. if the person has been dismissed after blowing the whistle on their employer.
- If there are allegations of discrimination which are linked to the dismissal.