

Employment

Legal Fees and Key Stages in a Discrimination Claim

Introduction: The exact costs associated with any legal matter depend on individual circumstances. To provide you with guidance and certainty regarding pricing, we encourage you to share as much information as possible at the outset.

Fee Earners and Hourly Rates: Our fee earners have varying levels of experience and knowledge. Their expertise is matched to the specific needs of your case. Hourly rates for fee earners range from £100.00 plus VAT (£28.00) = £168.00 to £325.00 plus VAT (£65.00) = £390.00, depending on experience.

The fee earner assigned to your case will charge based on their hourly rate and record the time spent on your matter. We transparently divide an hour into ten blocks of six minutes for accurate time tracking.

Example Pricing for Unfair or Wrongful Dismissal Claims:

Matter Case	Fee	VAT	Total
Simple	£500.00 to £5,000.00	£100.00 to 1,000.00	£600.00 to £6,000.00
Medium Complexity	£2,500.00 to £12,500.00	£500.00 to £2,500.00	£3,000.00 to £15,000.00
High Complexity	£5,000.00 to £50,000.00	£1,000.00 to £10,000.00	£6,000.00 to £60,000.00

Factors Influencing Complexity: Several factors can make a case more complex:

- Applications to amend claims or provide additional information
- Allegations of discrimination which are linked to the dismissal
- Automatic unfair dismissal claims (e.g., whistleblowing cases)
- Complex preliminary issues (e.g., disputed disability status)
- Costs applications
- Defending claims brought by litigants in person
- Number of witnesses and documents

Remember that transparent communication and accurate pricing are essential for a successful legal process.

1. Anti-Money Laundering Checks:

- As part of our commitment to preventing financial risk, there is an additional fee of £23 plus VAT at £4.60 = £27.60, for carrying out anti-money laundering checks. This requirement applies to all of our clients.

2. Tribunal Hearing Charges:

- If your case proceeds to a Tribunal Hearing, there will be an extra charge.
- The cost for attending such hearings is up to £2,500 per day plus VAT of £500.00 = £3,000.00.
- Generally, we allocate 2-5 days, depending on the complexity of your case.

3. Counsel's Fees:

- For attending a Tribunal Hearing (including preparation), counsel's fees are estimated between £1,000 (plus VAT of £500) and £5,000 (plus VAT of £1,000) = £1,500 per day to £6,000.00.
- The specific amount depends on the advocate's level of experience.

4. Disbursements:

- Disbursements refer to costs related to your legal matter that are payable to third parties (e.g., court fees).
- We handle disbursement payments on your behalf to ensure a smoother process.

Key Stages of the Legal Process and Estimated Duration

When handling legal matters, several stages are involved. Below, I've outlined these stages along with an estimated timeframe. Keep in mind that the actual duration may vary based on the specifics of your case.

1. Initial Instructions and Merits Assessment:

- We begin by understanding your situation, reviewing relevant documents, and advising you on the merits of your claim. This assessment may be revisited as the matter progresses.

2. Pre-Claim Conciliation:

- If mandatory, we engage in pre-claim conciliation to explore potential settlements.
- Estimated duration: 2-16 weeks if a settlement is reached during this stage.

3. Claim or Response Preparation:

- We assist in preparing the claim or response.
- Estimated duration: Varies based on complexity.

4. Settlement Exploration and Negotiation:

- Throughout the process, we explore settlement options and negotiate on your behalf.

5. Schedule of Loss Consideration:

- We prepare or consider a schedule of loss to quantify potential compensation.

6. Preliminary Hearing Preparation:

- We prepare for and attend preliminary hearings.

7. Document Exchange and Bundle Agreement:

- We exchange relevant documents with the other party and agree on a bundle of documents.

8. Witness Statements:

- We assist in taking witness statements, drafting them, and ensuring their accuracy.

9. Review of Other Party's Witness Statements:

- We review and advise on witness statements provided by the opposing party.

List of Issues, Chronology, and Cast List:

- We agree on a list of issues, create a chronology, and identify relevant individuals.

10. Final Hearing Preparation and Attendance:

- We prepare for and attend the final hearing, including providing instructions to counsel.

Remember that some stages may not be required for every case. We'll tailor our services to your individual needs.

Estimated Duration:

- Settlement during pre-claim conciliation: 2-16 weeks
- Final Hearing: 16-52 weeks (approximate estimate)

As your case progresses, we'll provide a more accurate timescale based on additional information.