

# Brevis

## Pricing for: Unfair or Wrongful Dismissal Cases

Brevis believes in offering our clients transparency in our service. Here you can find our pricing model for bringing and defending claims for Unfair or Wrongful Dismissal, including Employment Tribunals.

### **Our Costs are based on Complexity**

We break our cases down into 3 brackets of difficulty:

**Simple Case:** £2,000 to £3,000 (*excl. VAT*)

**Complex Case:** £3,000 to £4,000 (*excl. VAT*)

**Very Complex Case:** £4,000 to £5,000 (*excl. VAT*)

There will be an additional charge for attending a Tribunal Hearing of £750 per day (exc. VAT). Generally, we would allow 2 to 3 days depending on the complexity of your case.

### **Disbursements**

Disbursements are costs related to your case that you may need to pay to us in addition to the above, so that we can pay these on your behalf to 3<sup>rd</sup> parties.

**Instructing Counsel:** If we instruct Counsel to represent you at trial, the day rate could vary depending on the seniority and experience of the Counsel instructed. We estimate Counsel's fees to be between £750 to £1,500 in preparing for and attending a Tribunal Hearing.

### **Key Stages**

The fees detailed in this document cover all of the work in relation to the key stages of a claim, detailed below:

1. 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)
2. Entering into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached
3. Preparing a claim or response
4. Reviewing and advising on a claim or response from other party
5. Exploring and negotiating settlement throughout the process
6. Preparing or considering a schedule of loss
7. Preparing for and attending a Preliminary Hearing
8. Exchanging documents with the other party and agreeing a bundle of documents
9. Taking witness statements, drafting statements and agreeing their content with witnesses
10. Preparing bundle of documents
11. Reviewing and advising on the other party's witness statements
12. Agreeing a list of issues, a chronology and/or cast list
13. Preparation and attendance at Final Hearing, including instructions to Counsel

These are the typical stages. If some stages above are not required, the fee will be reduced. You may also wish to handle the claim yourself and only have our advice in relation to some of the stages. This can also be arranged for your individual needs.

### **Examples of Complexity**

The following are examples that could make a case more complex:

- If we need to make or defend applications to amend claims or to provide further information about an existing claim
- 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)
- The number of witnesses and documents involved
- Where it is an automatic unfair dismissal claim, such as if you are dismissed after blowing the whistle on your employer
- Allegations of discrimination which are linked to the dismissal

### **Timeframes**

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 a settlement is reached during pre-claim conciliation, your case is likely to take 3-4 weeks.

If your claim proceeds to a Final Hearing, your case is likely to take 6-12 weeks. 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 case progresses.

### **Funding Options**

Individuals should check their home or motor insurance policies to establish whether their claim is covered by any legal expenses insurance. At our initial appointment, you should bring with you any relevant insurance policies that you may have.

### **Getting in touch**

*If you would like to instruct us in your Unfair or Wrongful Dismissal case, or if you have any questions about our service, please reach out to us at [law@brevis.co.uk](mailto:law@brevis.co.uk).*