

PAID OFF LEGAL

Paying for unfair
or wrongful
dismissal claims

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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:** £22,500 – £30,000 plus VAT[†]
- **Medium complexity case:** £30,000 – £70,000 plus VAT
- **High complexity case:** £70,000 – £150,000 plus VAT

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 **£600 plus VAT** (for a partner based in London), and depending on the complexity of your case and the experience of the lawyer.

We will discuss this with you when you instruct us.

[†] Currently 20%

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. You may have other funding options available, such as cover under an insurance policy.

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](#)



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 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 allow 3-10 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, which are again not included in the above estimate, are estimated at between **£2,500 to £15,000 per day plus VAT[†]** (depending on the experience of the barrister) for attending a tribunal hearing lasting 3-10 days (including preparation).

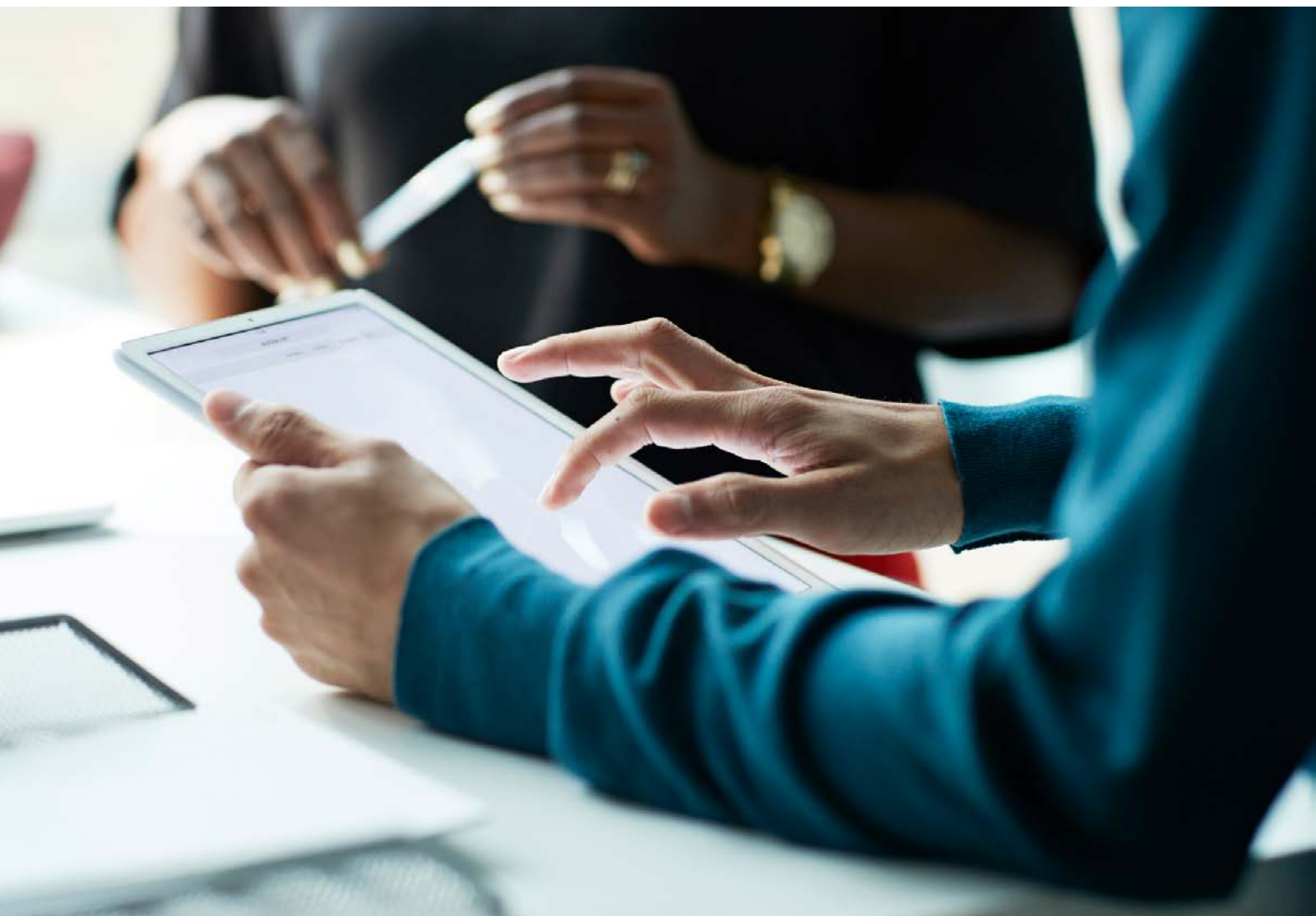
† Currently 20%

Key stages of a claim

The stages set out on the next page are an indication and if some of the stages 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 if this is suitable to your case and based on your individual needs. It may reduce the costs and we will discuss the costs of each piece of work required.



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- 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 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
 - Reviewing documents, 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

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 12-36 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. Where appropriate, 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.

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.


We may charge you for our work assessing the merits of your case, even if we then offer you a DBA for further work; we will make this clear to you before such costs are incurred.

Justice for all

Leigh Day is a law firm established to combat injustice. Championing the underdog, the firm stands against entities and their wrong doings. Through hundreds of cases, Leigh Day secures compensation, influences legal changes, and restores justice.

Comprising 800 passionate individuals, Leigh Day welcomes those with just causes, assuring them access to objective, professional advice, with a commitment to an open, honest relationship. Our promise is to afford ordinary individuals the same quality of legal advice as state bodies, insurers and multinationals. Regardless of where injustice unfolds, Leigh Day stands as an unwavering force, ready to fight relentlessly for justice.

**Contact us for a no-obligation
and confidential discussion**

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