

EMPLOYMENT (unfair/wrongful dismissal) – For Individuals

We offer a free initial consultation.

Our pricing for bringing claims for unfair or wrongful dismissal range between:-

- Simple case: £5,000 - £10,000 plus VAT (20%);
- Medium complexity case: £10,000 - £20,000 plus VAT (20%);
- High complexity case: £20,000 - £50,000 plus VAT (20%).

The fee range set out above excludes representation at the final hearing or any other disbursements and expenses (see below). Barrister representation is treated as a disbursement, which is explained below.

If any additional claims are brought alongside a claim for unfair dismissal or wrongful dismissal, this could make your matter more expensive. The figures set out above apply only to cases of unfair or wrongful dismissal.

Factors that could make a case more complex:

- If it is necessary 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;
- The number of days a hearing takes;
- If it is an automatic unfair dismissal claim e.g. if you are dismissed after blowing the whistle on your employer;
- Allegations of discrimination which are linked to the dismissal;
- Making data subject access requests and perusing documents produced by the employer.

Key stages

The fees set out above cover all of the work in relation to the following 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 and the nature of your dispute;
- reviewing and advising on the response from other party and discussing the response with you;
- 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
- preparing instructions to Counsel for representation at the final hearing;
- preparing instructions to Counsel for representation at any Remedy Hearing, if not dealt with at the Final Hearing.

The stages set out above are an indication and if some of stages above are not required, the fee will be reduced. 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 and discussed at the initial meeting.

Other Funding options

Sometimes there are additional funding options available including Legal Expenses insurance (often available through a home or car insurance policy), fixed fees or alternatively a “no win no fee” or contingency/damages-based arrangement, which can be discussed at the initial appointment.

Damages-Based Arrangements

If a contingency/damages-based arrangement is the preferred funding method (not available in every case), we only receive payment of our fees if the client succeeds with their claim and recovers damages. We receive a percentage of the recovered damages received from the opposing party (usually 35% for damages-based agreements including VAT (if any)). In addition, the client is responsible for any disbursements (see below).

If the client is unsuccessful with their claim, we do not receive payment of our fees. However, the client remains liable for disbursements spent on their behalf (see below).

Terminating the DBA

We cannot terminate the agreement and charge costs unless the client behaves unreasonably. If the agreement is terminated, we cannot charge the client more than our fees (calculated on an hourly rate), expenses and barrister's fees for the work undertaken.

The client can terminate the agreement at any time, other than after settlement has been agreed or within seven days of the start of the final hearing, but will be charged for work undertaken (calculated on an hourly rate), expenses and disbursements.

Disbursements

Disbursements are costs related to your matter that are payable by you to third parties, such as court fees or barrister fees. Employment Tribunal fees were abolished in 2017 but on occasion there may be other disbursement costs such as the costs of obtaining a medical report. The costs of these will depend on the circumstances of your case. We handle the payment of the disbursements on your behalf to ensure a smoother process.

We have a brilliant relationship with barristers locally and nationwide who assist with advocacy for the final hearing. Depending on the complexity of the case, the location of the final hearing and the seniority of barrister instructed, representation for a one day final hearing of an unfair dismissal claim might be:-

- Counsel up to 10 years call: £1,000 - £2,000 plus 20% VAT; refresher (per additional day) - £1,250 plus 20% VAT;

- Experienced Counsel more than 10 years call (not QC): £2,000 - £4,000 plus 20% VAT; refresher - £1,500 plus 20% VAT;
- QC: upwards of £5,000 plus 20% VAT; refresher - £3,000 plus 20% VAT upwards.

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. If a settlement is reached during pre-claim conciliation, your case is likely to take 2-4 weeks. If your claim proceeds to a Final Hearing, your case is likely to take 26-52 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 matter progresses.

Who will deal with my case?

Your case will be handled by someone who is most suitably qualified to assist you and may include solicitors, trainees, paralegals and assistants.

As a recognised sole practice, it is likely that your matter will be dealt with by Mr Gary Liversage. Mr Liversage was admitted to the roll of solicitors in 2012. He attended the University of Kent to obtain a Bachelor of Laws Degree and completed the Legal Practice Course with Distinction at the University of Law, Chester. Since qualifying, Mr Liversage has helped thousands of families, individuals and businesses in many areas including Wills, Probates, Employment Law, Debt Recovery, Family Law and Commercial Property.

Our fees are calculated on the basis of an hourly rate, are as follows:

- Solicitors - £250 plus VAT (20%);
- Trainee Solicitors - £150 plus VAT (20%);
- Assistants - £100 plus VAT (20%).

Sage Solicitors are registered for VAT purposes. Our VAT registration number is 431 0572 35.

Calls us for a free initial consultation on 0151 318 1599.