

Employment tribunals – Bringing an unfair or wrongful dismissal claim against your employer

If you are looking to pursue an unfair or wrongful dismissal claim against your employer via an Employment Tribunal you will need to be aware of the costs, which can vary significantly on a number of factors.

Holmes & Hills Solicitors charge an hourly rate for providing legal services relating to pursuing an unfair or wrongful dismissal claim, which varies according to the seniority and position of the lawyer involved with dealing with your case. In most instances, your case will be managed and worked on by a lawyer at a rate of £280 per hour + VAT. We will advise you of this at the outset.

There are a wide range of factors that can impact how many hours will be required by us to work on your case and how complex your case is, which we will discuss with you. This includes:

- The number of witnesses you may have involved in your case
- Whether there are any other factors involved that need to be agreed before the case could go to court i.e. confirmation of employment status

The complexity of your case will ultimately determine how many hours work will be required and therefore our costs for pursuing an unfair or wrongful dismissal claim against your employer can vary significantly.

We estimate that for a simple unfair/wrongful dismissal claim against your employer with a one-day court hearing our costs would range from £7,500 to £12,500 plus VAT. For a case involving more than a one day court hearing our costs may range from £15,000 to £20,000 plus VAT. We will raise regular interim bills throughout, in line with our terms of business.

In addition to our legal fees there may be disbursements (sub-contractors, experts etc) including barrister's fees. We would anticipate in region of £1,500/£2,000 plus vat for each day of the hearing (called a brief fee) in respect of barrister's fees.

Our legal fee would include the below:

- Taking your initial instruction
- Obtaining all documentation available i.e. e-mails, HR contracts and reviewing these
- Interviewing witnesses
- Preparing, drafting and issuing ET1 (the claim form outlining your case and the nature of the dispute) and supporting documents
- Liaising with tribunal office
- Dealing with the employers written response and updating instructions
- Liaising with and briefing barrister to represent you at hearing
- Preparing for hearing, including complying with tribunal directions for trial
- Advising and updating you throughout

Further work and steps may be required throughout your matter which arise unexpectedly and may incur additional cost. Our team will advise you of this if this occurs.

You may be entitled to seek financial assistance through an existing insurance policy and we would encourage you to ascertain whether this may be the case from the outset, for example Legal Expenses Insurance using your existing insurers.

Owing to the varied nature of unfair/wrongful dismissal claims against an employer it is hard to provide an accurate timescale as this will depend on your individual circumstances. Once we know your case our team will advise you and provide you with updates as to how long it may take. However, for a simple case with a one-day court hearing we would estimate that from initial instruction through to court hearing it may take between 6 and 12 months, whereas for a more complex case, where more than one court hearing is required, we estimate 12 to 18 months.

Experienced staff

Holmes & Hills team of employment lawyers have extensive experience in a broad range of employment services. The team is led by Sam Bawden, Partner and Head of Litigation Team with the majority of employment tribunal cases handled by Solicitor, Hilary Burgess or Senior Chartered Legal Executive, David Dixey. Further information on each individuals' experience and qualifications can be found here: <https://www.holmes-hills.co.uk/people/>