

## [Our pricing for bringing and defending claims for unfair or wrongful dismissal](#)

Simple case: £3,000-£10,000 (excluding VAT)

Medium complexity case: £10,000-£20,000 (excluding VAT)

High complexity case: £20,000- £30,000 (excluding VAT)

All the above are estimates only and are not fixed fees and are based on Anita Kalra's hourly rate of £250 plus VAT. The above estimates exclude disbursements which are payable in addition to these fees (please see these below).

### **No Win No Fee**

We also offer 'no win no fee' damaged based agreements. Whereby, KLG will take upto 29% plus VAT of any successful settlement or award. In this situation you do not pay an hourly rate to us. Please note this does not include Barrister fees, disbursements, medical reports etc. KLG terms and conditions apply when entering into this type of fee arrangement.

### **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 Claimant's and Defendant's;
- The number of documents involved and 'issues in dispute'
- 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

There will be an additional charge for attending a Tribunal Hearing this is £1500 per day (excluding VAT) plus the barrister's fees. Generally, we would estimate that a final hearing at Tribunal will last 1-3 days depending on the complexity of your case.

## Disbursements

Disbursements are costs related to your matter that are payable to third parties, such as court fees. We handle the payment of the disbursements on your behalf to ensure a smoother process.

Counsel's fees estimated depending upon the case type, complexities, issues in dispute, witnesses and Counsel's experience. We are unable to provide a quote at this however can provide you an estimate which is for guidance purposes only:-

### For a 1 day hearing (including preparation):

- For a simple case (using a very junior barrister) – approximately **£1,250 plus VAT**
- For a more complicated case (using a more senior barrister) – approximately **£4,000 plus VAT**

### For a 2 or 3 day hearing (including preparation):

- For a simple case (using a very junior barrister) – approximately £2,500 plus VAT for preparation for the whole case and attending the first day of the hearing PLUS £850 plus VAT per day for attending each of the second and third days of the hearing.
- For example, if we instruct Junior Counsel on your behalf for a 2-day hearing, the total fee payable to Counsel is likely to be approximately £3,350 plus VAT or for a 3 day hearing £4,200 plus VAT.
- For a more complicated case (using a more senior barrister but not a QC) – approximately £5,000 plus VAT for preparation for the whole case and attending the first day of the hearing PLUS £1,750 plus VAT for attending each of the second and third days.
- For example, if we instruct Senior Counsel on your behalf for a 2 day hearing, the total fee payable to Counsel is likely to be approximately £6,750 plus VAT or for a 3 day hearing £8,500 plus VAT.

## 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 claim or response
- Reviewing and advising on claim or 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
- 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

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.

#### 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 1-3 months. If your claim proceeds to a Final Hearing, your case is likely to take much longer but generally it takes between 6-12 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.

#### Who will I be working with?

If you instruct Kalra Legal Group, Anita Kalra the Managing Director of the firm will be dealing with your matter.

We also deal with non-contentious employment work and dealing with Settlement Agreements.