

**Estimated cost to pursue a claim for Unfair or Wrongful Dismissal**

This will largely depend upon the complexity of the matter, and will ultimately depend upon the time spent pursuing the matter. Pursuing a claim is rarely simple, as the onus is usually initially on the employee to establish a set of facts, which in itself can be complex. If the claim also includes discrimination, fees will be significantly greater. In addition, if the claim involves a lengthy campaign of discrimination, with a greater volume of documentation, fees will be greater than those for a claim which spans a short period of employment. Wrongful dismissal claims are generally straightforward. These are likely to require far less time and therefore fees are likely to be lower than those relating to claims for unfair dismissal.

The approach taken by the individual will also affect fees. If the individual is willing to consider early settlement, this is likely to resolve matters swiftly, and therefore the fees to manage Early Conciliation may be as little as £500. Conversely, if the individual wishes to pursue the matter until the claim reaches tribunal hearing, far greater time will be required, and therefore the fees may run into several thousands of pounds.

Once we have obtained full instructions, we will be able to provide an estimate of fees for the work required. This estimate will be updated as the case progresses and we will ensure that a course of action is agreed before pursuing matters further. It is often sensible to agree upper limits on fees, and therefore we can review the claim regularly to ensure costs do not escalate.

**Basis of charges**

Our professional charges will be calculated using the hourly rate of whichever Parker Bullen lawyer is (or lawyers are) assigned to your matter. These rates currently range from £175 to £320. VAT is payable on our professional charges. You may choose to set a limit on the amount which you wish to incur.

We are also able to provide fixed fees for initial advice, which often will be sufficient for the individual to pursue matters themselves, and we are also able to consider alternative sources of funding, such as insurance.

In addition, our Employment lawyers offer a free initial consultation to individuals, to enable employees to assess whether the matters are worth pursuing further.

**Disbursements**

There are currently no court fees in employment proceedings and therefore the only disbursements the individual is likely to incur are that of Counsel's fees where the matter progresses to tribunal hearing.

In addition, on those occasions we are required to attend Court or meetings other than at our offices, we shall need to charge to you any travel expenses which we incur as a result (mileage costs are currently £0.45 per mile). We shall need to ask you to pay VAT on any such expenses.

Experience and qualification of Parker Bullen's Employment Lawyers

Please see the '[Our People](#)' section of our website for profiles and credentials of our Employment lawyers.

**Services provided and likely timeframes**

We are able to pursue a claim for unfair or wrongful dismissal in two ways: we can either pursue settlement, or we can pursue the matter within a tribunal. ACAS provides a four-week window for the parties to consider settlement before a claim can be pursued in a tribunal. Therefore, if settlement can be achieved at the outset, this can be a fairly swift process. However, if the matter does not settle, or if the individual does not wish to settle, tribunal proceedings could take over a year before reaching a tribunal hearing.