



Locke Lord LLP
Locke Lord (UK) LLP
London Office Price and Service Information

The Solicitors Regulation Authority of England and Wales requires website information to be provided on the costs of certain legal services and other related service delivery issues. Information is set forth below regarding the provision of advice and representation of employers and employees in relation to the bringing of claims before the Employment Tribunal for unfair dismissal or wrongful dismissal. The Firm has a policy of not representing employees in litigation against their employers or former employers, save in exceptional circumstances approved by Firm management.

Other than these services, the London office does not promote through this website any of the services or businesses that are listed in the SRA Transparency Rules.

Range of Costs:

The Firm generally charges by the hour for bringing and defending claims for unfair or wrongful dismissal, and thus a more complex case would generate higher fees. An estimated range of our fees for this work is below:

Simple case: £15,000-£30,000 (excluding VAT)

Medium complexity case: £30,000-£80,000 (excluding VAT)

High complexity case: in excess of £80,000 (excluding VAT)

Factors that could make a case more complex:

- Multiple claims being brought as well as wrongful/unfair dismissal, for instance allegations of discrimination which are linked to the dismissal or deductions from wages;
- Wrongful dismissal claims brought in the High Court or County Court will be significantly more costly than when pursued in the Employment Tribunal;
- 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 amount of settlement negotiations that take place;
- If it is an automatic unfair dismissal claim (e.g. if an employee claims to have been dismissed after blowing the whistle on the employer); and
- Claims with multiple claimants or defendants.

Disbursements

Disbursements are costs related to your matter that are payable to third parties, such as court fees, together with certain internal costs such as photocopying charges. Depending on the amount and type of the disbursement, we may handle the payment of the disbursements on your behalf or require that you pay the disbursement directly.

We will usually instruct counsel to conduct the advocacy in hearings and to assist in the later stages of the preparation of the case for trial. Counsel's fees will depend on the complexity of the issues, the seniority of the counsel who is (in consultation with the client) instructed and the likely length of the hearing.

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 the claim or response;
- Reviewing and advising on the claim or response from the 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 on those documents;
- Taking witness statements, drafting statements and agreeing their content with witnesses;
- Preparing documents relating to witnesses;
- Reviewing and advising on the other party's witness statements;
- Agreeing for the assistance of the Tribunal a list of issues, a chronology and/or cast list (identifying the various individuals involved in the dispute and their roles);
- Preparation and attendance at Final Hearing, including liaison with Counsel.

The stages set out above are an indication. If some of these stages above are not required, this would be reflected in the hours spent and therefore the cost incurred. You may wish to handle certain aspects of 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 4 to 6 weeks from the point at which the early conciliation claim is lodged with ACAS. If your claim proceeds to a Final Hearing in the Employment Tribunal, your case could come to hearing within a few months or, depending on the Tribunal's waiting time for listing and the length of hearing, it could take up to a year or more. 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 do the work?

Nicholas Elwell-Sutton heads up the London employment team, currently supported by an experienced freelance consultant and two associates, as well as trainees and paralegals as required. Regardless of who works on your matter, they will be supervised by Mr. Elwell-Sutton, a partner in the Firm. He has been practising as a specialist employment lawyer for 23 years, and has substantial experience of all types of employment litigation, from complex high-value discrimination and whistleblowing claims to restrictive covenant disputes and other High Court claims and down to simple unfair dismissal and breach of contract claims. Please see his [bio](#) for a summary of his experience and qualifications in this area.