**Costs for Employees**

The best legal advice can be costly – we understand it is not easy for everyone to afford to pay – particularly if you have lost your job. That’s why we have different ways to let you get expert employment law advice without worrying about the cost.

Your initial consultation will be free. During that time, we will determine whether we are able to help you and take it from there.

We can work on a guaranteed fixed fee, capped costs, or at an agreed hourly rate.

Our specialist employment law solicitors charge between £200 and £300 per hour plus vat.

Depending on your case, we may be able to work for you so that your insurer pays or on a no-win no-fee basis.

**Settlement Agreements**

We guarantee our costs will not exceed the contribution of costs your employer makes when they ask you to seek legal advice. Employers usual pay between £300 and £500 plus vat.

Even thought your employers are paying for the legal advice you receive, you will the same excellent service no matter how much your employer is contribution. If we exceed their contribution towards costs, we will not ask your to pay the balance.

**Legal Expense Insurance**

Many of our clients will have the benefit of legal expense insurance cover as part of their buildings and contents insurance.

We will help you to apply to the insurer to trigger the legal expense element of your policy. As soon as we sign the insurance agreement with your insurer, funding will be in place.

Please note, you have the right to use whichever solicitor you chose. If your insurer tries to compel you to use a solicitor from their panels, we will engage with your insurers to ensure you have the freedom of choice to appoint which a solicitor of your choosing.

**Fixed Fees**

If fixed fees are requested, we will provide and estimate once we have had a chance to review the issues in your case and able to define and agree the specific work you wish us to carry out.

**No-win No-fee**

We are always willing to consider your case on a no-win no-fee basis. Put simply, there is nothing to pay if you are unsuccessful in your claim. It is often a preferable option when your financial security is uncertain and other options of payment are not available to you.

On a no-win no-fee, our fees are an agreed percentage of the settlement or tribunal award. If the case is not settled or you don’t win your case, you don’t pay us anything towards our fees.

**Tribunal Claims – How much will my case cost?**

Every case is different. Some cases may require a one-day hearing while others may require a hearing which runs for may weeks. It is therefore impossible to give a clear indication of the likely costs.

Further, some cases may not simply relate to unfair dismissal or wrongful dismissal issues. For example your case may also involve elements much more complicated issues such as discrimination, victimisation or whistleblowing.

Unfair dismissal is where an employee alleges the employer has not behaved in a fair and reasonable manner in a way in which they have gone about the dismissal.

Wrongful dismissal is where the employer acts in breach of your contract of employment in dismissing an employee.

As a basic guide:

* Simple case: £2,000 - £7,500 (excluding Vat)
* Medium complexity case: £7,700 - £15,000 (excluding Vat)
* Complex case: £15,000-£50,000 (excluding Vat)

Factors that could make a case more complex (not exhaustive list)

* Defending a claim which is brought by a litigation in person
* Complex preliminary issues such as the issue of disability etc
* The number of witnesses and documents
* Allegations of discrimination linked to dismissal