



CBK
SOLICITORS

Employment Claims for Unfair or Wrongful Dismissal *For Individuals*

*Colin Brown & Kidson
Wellington House
5 Wellington Road
Whitby
North Yorkshire
YO21 1BH*

Colin Brown & Kidson
Whitby's Local Law Firm

Tel: 01947 603 391
Website: cbk.uk.com

Prices

For a fixed fee of £150.00 plus VAT (total fee £180.00) we will meet with you, take your full instructions, review any the papers and advise you on merits and likely compensation. We will advise you as to your options and what your next steps should be. Should you require us to act on your behalf our fees would be fixed as per the following scale:

Fees Charged by Colin Brown & Kidson Solicitors

Debt Value	Our Fee	VAT	Total
Upto £5,000.00	£1000.00	£200.00	£1200.00
£5,001.00 - £10,000.00	£1200.00	£240.00	£1440.00
£10,001.00 - £50,000.00	£1750.00	£350.00	£2100.00
£50,001.00 - £100,00.00	£3500.00	£700.00	£4200.00
£100,001.00+	£X% value of the claim		

Fees Payable to Third Parties (Disbursements)

Possible Fee	Average	VAT	Total
Counsel's Fee	£1000.00	£200.00	£1200.00

Factors That Could Increase Costs

In some circumstances we may increase our fees to account for additional time, work or skill required to meet your instructions. Examples include:

- If it is necessary to make applications to amend claims or provide further information about an existing claim.
- If we make a costs application.
- If there are complex preliminary issues such as whether the claimant is disabled (if this is not agreed by the parties).
- The number of witnesses and documents.
- If there is an automatic unfair dismissal claim e.g. if you are dismissed after blowing the whistle on your employer.
- If there are allegations of discrimination which are linked to the dismissal.

Work Included and Key Stages

The precise work and stages involved in bringing an unfair or wrongful dismissal claim vary according to the circumstances. However, we have set out the key stages involved in a typical claim:

- Taking your initial instructions, reviewing the papers and advising you on merits and likely compensation.
- Entering into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached.
- Preparing your claim.
- Reviewing and advising on response from the other party.
- Exploring settlement and negotiating settlement throughout the process.
- Preparing a schedule of loss.
- Preparing for and attending a Preliminary Hearing.
- Exchanging documents with the other party and agreeing a bundle of documents.
- Taking and drafting witness 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.
- Instructing Counsel where appropriate.

Approximate/Average Timescales

The time that it takes from 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 X – X weeks/ months. If your claim proceeds to a Final Hearing, your case is likely to take X – X 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 your case progresses.

Services Excluded

Our service will not include any of the following:

- Preparation or attendance at a Final Hearing. This will be agreed in advance and charged at an hourly rate of £210.
- Advice or assistance in relation to any appeal.

Our Employment Team

■ **Michael Crossling** – Solicitor & Partner

■ **Mary Shone** – Solicitor



Colin Brown & Kidson remains true to its local Whitby roots. Dedicated to providing individuals with expert legal advice on a range of issues, Colin Brown & Kidson aim to provide you with excellent customer service - every time.

Whatever your legal issue, trust Colin Brown & Kidson.

We work with you to discuss your legal issues and help you with your situation. We think that legal advice should be straightforward and in plain English. And we promise, that no matter who you are, we speak your kind of language.

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