



Lucas Law Solicitors

Professional and Friendly Legal Advice | Cardiff and Penarth

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Listed below are our various approaches to funding your employment law case:

1. Telephone Appointments

You can book a free 10-minute appointment or a comprehensive 30-minute appointment (including paperwork assessment) for £90 (plus VAT).

2. No Win No Fee

We endeavour to fund the majority of cases under a 'no win, no fee' agreement. This means that you would only pay our fees at the end of the case if you have won damages under a settlement (from a payout). We would then deduct our fees from your winnings.

The share of your damages taken as our fee would be 35% (inclusive of VAT), unless a different figure is agreed in advance. This means that you would receive 65% of your damages.

Occasionally, we may ask for some monies on account of our fees in advance of commencing your claim. For instance, this can happen in circumstances where we have to instruct a barrister or pay Court/Tribunal fees on your behalf. We would let you know of these circumstances in advance. Alternatively, we may agree with you that any incidental costs or fees are deducted from your damages at the conclusion of your case.

We can only undertake your case on a no-win-no-fee basis if the case is very straightforward. This means that there is a very high chance of you succeeding in your claim. Otherwise, we would need to fund your case either by way of a fixed fee agreement or an hourly rate fee agreement.

3. Fixed Fee Agreement

If your case is unsuitable for a no-win-no-fee agreement but is still relatively straightforward, we may be able to undertake the work on your behalf under a fixed fee agreement. In these circumstances we would ask you to pay all, or a proportion, of your fee in advance of any work being undertaken. At the conclusion of the case we would ask you for the remainder of the fee if you had only paid a proportion in advance.

Generally, our fixed fees range from £600.00 - £6,000.00 plus VAT. We would recommend that you contact us to discuss your case so that we can provide you with a more accurate estimate based on the circumstances of your potential claim.

The normal price of a case assessment is £600 plus VAT.

If, during the conduct of your case, it becomes apparent that a fixed fee agreement is unsuitable we may discuss with you the option of your reverting to an hourly rate fee agreement.

4. Hourly Rate Fee Agreement

It may be that your potential claim is unsuitable to be undertaken by both no-win-no-fee or fixed fee agreements. As a result we will discuss our hourly rates with you. At present, these are as follows:

Solicitor: £210-£300 per hour plus VAT

Based on our knowledge and experience, we have set out below an estimate of the typical costs for unfair or wrongful dismissal claims at the Employment Tribunal, where the matter proceeds to a final hearing:

Simple case: £8,000 - £10,000 plus VAT

Medium complexity case: £10,000 - £14,000 plus VAT

High complexity case: £14,000 - 18,000 plus VAT

Factors that could increase the costs of your case:

1. We have not received from you, or your opponent, all the paperwork we require in order to make good progress in your case or if information we have requested is missing or incorrect;
2. Third parties are not responding to our requests for information thoroughly or promptly;
3. If, during the conduct of your case, factors arise to make it more complex.

If any of these circumstances occur we will contact you to discuss how best to fund any additional costs arising.

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;
- 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 of £1,200.00 per day (excluding VAT, charged at 20%). Generally, we would allow 1-5 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.

We will advise you of counsel's fee (including preparation) if required to attend a complex Tribunal 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 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 based 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 3-12 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.

If we undertake work on this basis we may ask for some monies on account of our fees in advance of commencing your claim. This will be, for example, in the instance that we may have to instruct a barrister or pay Court fees on your behalf.

We would recommend that you contact us to discuss your case so that we can provide you with a more accurate estimate.