

Charges for advising you

The following information is provided as required by the SRA's Price and Services Transparency Rules in relation to the specific services listed. It is not an exhaustive list of charges for all services provided by this firm.

All work is carried out by me personally. I qualified as a solicitor in 1995 and have practised since then wholly in employment and immigration.

All charges are subject to the addition of VAT at 20%.

Employment tribunals

Advice is provided to employees and employers on bringing and defending claims in the Employment Tribunal.

All work is carried out by me personally. I qualified as a solicitor in 1995 and have practised since then wholly in employment and immigration.

Charges are by agreement with you and start at a fixed fee of £250 to £500, depending on complexity, to review the position and advise on your possible courses of action. Further advice is charged at an hourly rate of £250 plus VAT.

All charges are subject to the addition of VAT at 20%.

Typical charges for bringing and defending claims for unfair or wrongful dismissal can be:-

Simple case: £2,000 to £5,000.

Medium complexity case: £5,000 to £20,000.

High complexity case: £20,000 to £100,000.

All charges are subject to the additional cost (known as a disbursement) of instructing a barrister to present your case at the final hearing and advise at key points throughout the process. This disbursement typically costs between £1500 and £10,000 (plus VAT), depending on the complexity of your case.

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

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 the 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 advice in relation to some of the stages. This can also be arranged depending 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 8 weeks. If your claim proceeds to a Final Hearing, your case is likely to take at least 26 to 52 weeks, and possibly up to 104 weeks . This is just an estimate and I will of course be able to give you a more accurate timescale once we have more information and as the matter progresses.

Immigration services for individuals

All work is carried out by me personally. I qualified as a solicitor in 1995 and have practised since then wholly in employment and immigration.

Advice is provided on applications for Limited Leave to Remain, Indefinite Leave to Remain, Citizenship, and Entrepreneur status. Advice covers initial discussions about your immigration status, preparation of the relevant application and submission, and advice required by way of follow-up including appeals, where necessary.

Charges start at a fixed fee £1250 plus VAT at the rate of 20%. Additional work is carried out at an hourly rate of £250 plus VAT at the rate of 20%. Charges do not include disbursements, which are the application fees to UKVI or the Home Office as appropriate. These range from £100 to £5,000 according to the application, and you are responsible for paying these yourself. Disbursements are not subject to VAT. All charges are by agreement with you, subject to the details of your application and our specific terms of engagement with you.

Timescales for individual applications vary based on individual circumstances and the level of services purchased from UKVI or the Home Office. Initial stages of advice and preparation prior to submission of any application will take up to 2 weeks. Applications can then take from a week to 6 months or longer. This timescale is subject to the Home Office or UKVI and I cannot guarantee how long they will take to process your application. [Read the current processing times.](#)

Complaints Procedure

I want to give you the best possible service. However, if at any point you become unhappy or concerned about the service you are receiving, then you should inform me immediately, so that I can do my best to resolve the problem.

What to do if we cannot resolve your complaint

The Legal Ombudsman can help you if I am unable to resolve your complaint myself. They will look at your complaint independently and it will not affect how I handle your case.

Before accepting a complaint for investigation, the Legal Ombudsman will check that you have tried to resolve your complaint with me first. If you have, then you must take your complaint to the Legal Ombudsman:

- Within six months of receiving a final response to your complaint; and
- No more than six years from the date of act/omission; or
- No more than three years from when you should reasonably have known there was cause for complaint.

If you would like more information about the Legal Ombudsman, please contact them.

Contact details

Visit: www.legalombudsman.org.uk

Call: 0300 555 0333 between 9.00 to 17.00.

Email: enquiries@legalombudsman.org.uk

Legal Ombudsman PO Box 6806, Wolverhampton, WV1 9WJ

What to do if you are unhappy

The Solicitors Regulation Authority can help if you are concerned about our behaviour. This could be for things like dishonesty, taking or losing your money or treating you unfairly because of your age, a disability or other characteristic.

Visit their website to see how you can raise your concerns with the [Solicitors Regulation Authority](#).

Last updated – 9 February 2023