

# PINI FRANCO LLP



## Employment

Pini Franco LLP Company Commercial and Litigation Departments advise on an extensive range of employment matters of contentious and non-contentious nature, connected with but not limited to company start up, mergers and acquisitions, redundancy and settlement agreements, disputes and disciplinary matters. The specialist expertise, experience and positive outcome focus of our Partners and Fee earners will be instrumental in advising UK and international groups on matters involving all aspects of UK employment.

The following addresses the specific area of [bringing and defending claims for unfair or wrongful dismissal](#). For all other areas of employment law please contact us directly.

### What does the process of an Employment Tribunal involve?

Pini Franco LLP would normally:

- Take your initial instructions, review the papers and advise you on merits and likely compensation;
- Enter into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached;
- Prepare claim or response;
- Review and advise on claim or response from the other party;
- Explore settlement and negotiate settlement throughout the process;
- Prepare for and attend any case management discussion or preliminary hearing to include instructions to Counsel;
- Exchange documents with the other party and agree a bundle of documents;
- Take witness statements, draft statements and agree the content with witnesses;
- Prepare the bundle of documents;
- Review and advise on the other party's witness statements;
- Agree a list of issues or a chronology list;
- Prepare and attend the final hearing to include instructions to Counsel;
- Deal with compensation arising from a successful claim which may involve a remedies hearing.

The above stages are an indication of what it is normally required. If the matter does not require some of the work outlined above then our fees will be reviewed accordingly.

The timescale from taking your initial instructions to a final resolution will largely depend on whether your case is resolved in the pre-claim conciliation or whether it progresses straight to a final hearing or preliminary hearings are required. If the matter is resolved in the pre-claim conciliation stage the timescale is likely to be approximately four to six months after the employment ends. If your case proceeds to a final hearing the timescale is likely to be a minimum of six months and possibly extending to 18 months after the employment ends.

[Rocco Franco](#) and [Domenic Pini](#) are the founding partners of Pini Franco LLP and their combined specialist knowledge, expertise and experience in dealing with diverse and complex company

matters have assisted numerous UK, European and international groups as well as individuals over the years.

Rocco and Domenic would be assisted, from time to time, by other members of staff. Sometimes where possible we may agree a fixed fee, otherwise the following charging rates would apply:

Partners:	£375/hour
Consultants:	£300/hour
Senior Associate Solicitor:	£300/hour
Associate Solicitor 3yrs+ *PQE:	£250/hour
Associate Solicitor *NQ - 2yrs PQE:	£225/hour
Solicitor/Registered Foreign Lawyers:	£225/hour
Trainee Solicitors:	£150/hour
ExecutiParalegal:	£125/hour

### [How much would bringing or defending a claim for unfair or wrongful dismissal cost?](#)

Our fees are based on the hourly rates quoted above exclusive of VAT. The following estimates are based on straightforward matters. A further estimate of costs would be provided following initial instructions and perusal of initial papers and documentation:

- Simple - Straightforward: £5,500 - £10,500 (exclusive of VAT)
- Medium Complexity\*: £10,000 - £15,500 (exclusive of VAT)
- High Complexity\*: £15,500 - £50,000 (exclusive of VAT)

\*the following situations may result in the case becoming more complex:

- Making or defending applications to amend claims or provide further information about an existing claim;
- Defending claims that litigants bring in person;
- Making or defending a costs application;
- Making or opposing applications for orders from the Tribunal;
- Attending any preliminary hearings;
- Complying with Tribunal orders, other than standard directions for disclosure of documents, preparation of bundles and exchange of witness statements
- Complex or unusual preliminary issues such as the claimant is disabled (if not previously agreed by both parties);
- The number of witnesses or documents;
- Whether translation and legalisation of documents is required;
- An automatic unfair dismissal claim (particularly, for example, where the dismissal is the result of a protected disclosure);
- Allegations of discrimination linked to the dismissal;
- Making or opposing any appeal.

***Please note these fees do not include attending a Tribunal Hearing. Our fees for attending a Tribunal Hearing would be between £1,250 to £2,680 per day (exclusive of VAT). A Tribunal Hearing could take between 3 to 12 days depending on the complexity of the case.***

In addition to our fees you will incur disbursements (costs related to your matter which are payable to a third party) and expenses. You are liable for these disbursements and expenses but we pay them on your behalf. Disbursements and expenses would include but not be limited to:

- Counsel's Fees per day usually between £1,000 and £2,500

It is normal practice to instruct Counsel to represent you at the hearing of the claim as they have the specialist advocacy skills required and we do not undertake the advocacy ourselves. Please note that the amount charged by counsel varies according to seniority and it would normally be agreed with a client before they were incurred:

Expert Witness (where required)

Court Fees (if any)

Travel expenses (if required)                      Dependant upon distance and mode of transport

Photocopying costs                                      from £0.07 - £0.10p/copy

Translation costs                                      Dependant upon number of words and urgency of work

Certification of documents                      Dependant upon type of certification

Postage which involves tracked or  
other specialist service

At the start of every case we provide an estimate of the likely cost to be incurred. This estimate will be based upon our experience of similar cases and our current understanding of the work involved subject to the same not becoming protracted or delayed. We will keep you regularly updated on the costs incurred as the matter progresses and will inform you if any unforeseen additional work becomes necessary, for example, due to unexpected difficulties or your requirements or the circumstances changing significantly in the course of the matter.