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EMPLOYEES

Pricing Structure Claims by Employees for Unfair or Wrongful Dismissal

1. Meet the Team

Our team has tremendous experience in providing specialist employment law advice and employment tribunal representation. Following receipt of your initial instructions, the appropriate members of the team will be selected based on the level of experience and skill required. Please see the “Our People” section of the website for details of the members of our team.

2. Our pricing for bringing claims for unfair or wrongful dismissal

We calculate our charges based on hourly rates. Our rates vary, depending on level of experience and urgency of the job, from £150 - £350 plus VAT per hour. When you first instruct us we will assess the complexity of the matter and ensure that the person who handles the case has the appropriate level of experience and, where appropriate, supervision. We will provide you with a bespoke estimate for the cost of conducting your case based on this assessment. However, below is our estimated range of costs:

Simple case: £1500 - 7500 (excluding VAT)

Medium complexity case: £7,500 - £30,000 (excluding VAT)

High complexity case: £30,000 - £99,000 (excluding VAT)

Disbursements

Disbursements are costs related to your matter that are payable to third parties, such as court fees and barrister’s fees. We handle the payment of the disbursements on your behalf to ensure a smoother process. Barrister’s fees are usually around £1,000 - £2,500 plus VAT per day (depending on the experience of the advocate) for attending a Tribunal Hearing (including preparation). Travel is charged at 45p per mile.

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 potential remedy including compensation (this is likely to be revisited throughout the matter and subject to change)
- Entering into ACAS early conciliation where this is mandatory to explore whether a settlement can be reached;
- Preparing your claim
- Reviewing and advising on claim(s) or response(s) from other parties (including any additional Respondents or Claimants)
- 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 (the substantive liability hearing in the Employment Tribunal), 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.

4. Factors that will increase our charges

- Additional work caused by unreasonable conduct by other parties
- Additional work caused by failure to provide us with instructions/documents in a timely fashion
- Interim relief applications
- Multiple party claims (more than one Claimant)
- Multiple Respondents
- Detailed/complex costs applications, assessments and hearings
- Appeals (to the EAT)
- Additional processes (e.g. making data subject access requests).
- Complicated case management orders involving a large amount of documents

5. 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 6 – 12 weeks. If your claim proceeds to a Final Hearing, your case is likely to take 6 months – 18 months. This is just an estimate and we will be able to give you a more accurate timescale once we have more information and as the matter progresses.



Probate Price Transparency

We are all individuals and the Estates we leave behind us usually reflect this. At Hunter Lawyers, our Probate Services are always conducted after a face-to-face meeting with a specialist lawyer.

For uncontested Estates, where all of the assets are situated in the UK, our charges could be anything from £1,000 to £50,000 plus VAT. Please see the profiles of our Solicitors for their relevant charge-out rates and experience. Typically, our charges would be of the order of 2% (plus VAT) of the gross Estate, although it would rather more for small Estates and rather less for large ones.

We charge by time, not the value of the Estate, and so the following factors are taken into account when assessing fees:

1. The terms and requirements of the Will;
2. The number, nature and range of assets;
3. The number, nature and range of liabilities;
4. What type of Inheritance Tax Return is required;
5. Lifetime Gifts to be considered;
6. Any special urgency to obtain the Grant;
7. Conduct and relationships between relevant parties.

Generally, we would expect to make an application for a Grant of Probate, where the matter was uncontested, within two months of our instruction. This assumes we have the cooperation of all parties. If you would like a custom fee quote, please contact us.

Please click the section on our website entitled "Our People" to find out more information about our lawyers.



Debt Collection Price Transparency

For uncontested debt claims of up to £100,000 where you provide us with details of the debtor and the amount owed, we charge the following fees:

- The first time you instruct us, between £110-£250 plus VAT to prepare a letter before action demanding payment under threat of the issue of Court proceedings if the debt is not paid by the time stated.
- For each subsequent letter before action between £50-£150 plus VAT.
- To issue a Claim Form in respect of a debt if there is no response to the letter before action, £250 plus VAT. There will also be a Court fee to pay. How much this is depends on the size of the debt but we will tell you how much it will be in each specific case when we discuss issuing proceedings with you.
- If the claim is not defended or an Acknowledgement of Service filed at Court in time, £65 plus VAT to enter a Default Judgment against the debtor on your behalf.
- In addition, in relation to debts of over £10,000 (including debts where the cumulative value in relation to any single instruction is over £10,000) we will also charge 2.5% of any amount recovered following our instruction.

If the debt is contested then the above prices do not apply. If this is the case we will provide you with a bespoke estimate for handling the matter. There are a number of fee options in this scenario including “no win, no fee” agreements (where you do not pay us if what we define as a “win” is not achieved but you pay us an uplift if we do achieve a “win” for you); hourly rates, which vary depending on the seniority of the person handling the matter.

We will ensure the file is handled at the appropriate level of seniority having made an assessment of the case; or damages based agreements, where we receive a percentage of the amount you recover. This can be up to 50% of the recovered amount.

Not all these fee options are appropriate for all cases, which is why it is necessary for us to provide bespoke estimates for contested cases. We will always consider the cost effectiveness of the potential options. Our focus is on delivery of value to you from our services.

If a claim is uncontested then the time from when you instruct us to obtaining a Judgment (if payment is not made in the interim) will typically be between 8 and 12 weeks. If the debtor is an individual it is necessary to give them a longer period to respond to the letter before action than if the debtor is a company. This can therefore add to the time that it takes to get a Judgment.

In addition to the fees set out above, you may be entitled to claim late payment compensation and interest. If we recover this from your debtor then in relation to debts of up to £10,000 (including the cumulative value of all debts pursued in a single instruction to us) we will retain the late payment compensation. The late payment compensation is £40 for each overdue invoice under £1,000, £70 for each overdue invoice of over £1,000 and up to £10,000, and £100 for each overdue invoice of over £10,000.

The people involved in the provision of our debt collection service are as follows:

- Lucas Hunter – Director and Solicitor
- Gary Liversage - Solicitor

Please click on the “our people” section of our website for more information on each individual.

Our debt collection service does not include advice as to other options for collecting the debt, for instance insolvency proceedings. If you are interested in receiving advice in relation to potential recovery options involving insolvency proceedings we can provide this advice and will provide bespoke estimates for doing so.

Please contact us via the contact form in the “Contact Us” section of the website if you would like to know more about our debt collection services.