

## **Information on UK Cases Involving Claims of Unfair or Wrongful Dismissal**

Latham advises on employee claims of unfair or wrongful dismissal. Professional rules require Latham to provide the following basic information on LW.com. The firm will provide more detailed information specific to a client matter as part of any ongoing representation.

Latham will take initial instructions, advise on conciliation and a defence, deal with the preparation and disclosure of documentation and witness statements, instruct counsel, and take all other steps up to a settlement or, if necessary, a final hearing.

Latham will calculate fees based on the lawyer hours spent on the matter, and fees may range from approximately £10,000 to £500,000, excluding VAT (this figure is not intended to be a cap on charges or a maximum, and is only a guideline), depending on the complexity of the case and whether attending a court or tribunal hearing is necessary. A hearing will usually last one to two days but possibly up to 10 days.

Factors that could add complexity to a case include, for example, a large number of witnesses or documents, whistleblowing, or allegations of discrimination.

In addition, there may be disbursements (costs that are payable to third parties) such as fees payable to the court, experts, or a barrister who is independent from Latham. A barrister's fees may range from £1,000 to £10,000 per day depending on their experience. Latham will discuss in advance the payment of any disbursements.

The duration of time from taking initial instructions to the final resolution of a case depends largely on the stage at which a case is resolved, and may vary between two weeks, if the case settles, to 18 months.