

KNIGHTS SOLICITORS

Unfair/Wrongful Dismissal – Employee

Our Charges from 1 May 2022

Solicitors' charges are regulated by Act of Parliament. A number of factors including the complexity of the case, the amount of money involved, and the degree of urgency all play a part in determining the amount of time which we spend on your case. The length of every meeting and telephone conversation in which we are involved on your behalf, the amount of time which we spend preparing letters, e-mails and documents and considering those which we receive are recorded and considered in calculating the charges. Routine letters and e-mails that we write and routine telephone calls that we make and receive will be charged as units of one-tenth of an hour. Other letters and calls will be charged on a time basis. Where appropriate, we will also charge for research. There may also be a bank transfer charge of £45 plus VAT payable in respect of any monies to be paid to you by us in respect of your matter.

Our current hourly charging rates for this class of work are: -

Fee Earner	Title	Grade	Hourly Rate
Matthew Knight	Principal	A	£385 plus VAT
Simon Bell	Consultant	A	£352 plus VAT
Richard Atkins	Associate	A	£297 plus VAT
Other Paralegals		D	£165 plus VAT
Junior Paralegals		D	£137.50 plus VAT

These figures are calculated to include all this firm's overheads, except for photocopying. Charging rates are reviewed on 1 May each year and usually increased in line with the increase in our overheads during the previous year. Disbursements (i.e., out of pocket expenses) such as travel, experts' fees, and Counsels' fees (if any) will, however, be charged for separately.

Estimates

Many clients ask for an estimate of the likely costs that will be incurred in connection with their case. It is every difficult to give realistic estimates, at an early stage, of the costs which are likely to be incurred in any particular case. As a case draws to a conclusion it may be possible for me to give more accurate estimates, but the uncertainties of proceedings are such that it is never possible to be precise as to how long it will take to deal with a case. Equally important is the fact that the majority of cases are settled before a final hearing. In our experience, however, a case of this kind usually costs in the region of £50,000 plus VAT to bring to a contested hearing. This figure is made up of £30,000 plus VAT for my firm's fees, £15,000 plus VAT for Counsel's fees and £5,000 plus VAT for experts' reports and other disbursements.

Timescale

It is impossible to give an accurate estimate as to how long it will take to resolve the matter as there are many variables including the Tribunal/Court's current availability for listing hearings, whether expert evidence is necessary, however, in our experience cases such as this usually take between 12 and 24 months to reach a fully contested hearing.