

## **ADRIAN PECK – 12CP Barristers**

### **Information for Public Access Clients (Employment Cases)**

Adrian can accept instructions directly from both employees and employers to represent them at the Employment Tribunal and advise across all areas of employment law.

The information on this page relates only to Adrian's provision of advice and/or representation direct to the public in ordinary unfair dismissal and wrongful dismissal claims.

Full details of how the public access scheme works can be found via this link:

[Public Access guidance for the public \(barstandardsboard.org.uk\)](https://www.barstandardsboard.org.uk/public-access-guidance-for-the-public)

### **Timescales**

Timescales for your unfair and/or wrongful dismissal case may vary depending on factors such as Adrian's availability, the complexity of your case, the number of documents to review, the need for additional information and the other side's approach.

Unfair dismissal and wrongful dismissal claims must normally be made within three months of the date of dismissal and, as a guide, more straightforward cases tend to have a hearing date within 6 to 9 months of a claim being made.

Any written advice or drafting of documents can be completed within two to four weeks, subject to the factors set out above.

(Please note that Adrian's services do not extend to conducting litigation. This means you may need to issue proceedings, file documents at court and serve documents on other parties yourself).

### **Fees**

Adrian will normally charge fixed fees, which means that he will charge you a set amount of money for the work, based on his estimate of how long the work is likely to take.

In the table below are a range of fixed fee estimates based on typical stages in ordinary unfair dismissal and wrongful dismissal cases. All fees exclude VAT.

Adrian's fixed fee charges may vary depending on your needs and the length and location of any hearing (including whether it is to be heard remotely via video) – for example, your fees may be towards the higher end of the range if you have a more complex case. If you have a particularly complex case, your fees may also be higher than the estimates below.

In certain circumstances, and by prior agreement with you, Adrian will charge a maximum hourly rate of £200 plus VAT for additional drafting or advisory work which falls outside of the fixed fees for these stages.

Also, if your claim involves other types of complaint, such as discrimination or whistleblowing detriment, different fees will apply (please contact Adrian's clerks for details).

STAGE OF CASE	FIXED FEE RANGES (ESTIMATES)
Initial 30-minute consultation (by phone or in Chambers)	£100 + VAT
Advice in conference (up to 2 hours)	£250 - £400 + VAT
Written advice on your claim	£500 - £800 + VAT
Preparation of case, including additional meetings with you and assistance with drafting of tribunal documents (this may also include advice on disclosure of documents and witness statements)	£600 - £1,750 + VAT
Preliminary hearing (if required) <ul style="list-style-type: none"> <li>• By telephone (for case management)</li> <li>• In person (to decide any preliminary issues; up to half-day)</li> <li>• In person (to decide any preliminary issues; up to full day)</li> </ul>	£350 - £600 + VAT £600 - £850 + VAT £1,000 - £1,500 + VAT
First day's tribunal appearance	£1,250 - £1,750 + VAT
Tribunal appearances per day, after the first day	£800 - £1,000 + VAT
Remedy hearing (to decide compensation)	£600 - £1,200 + VAT

### **Contact Us**

All information is correct as at January 2025, but fees are estimates only. For a quotation, please contact Adrian's clerks on 023 80 320 320, by emailing [clerks@12cp.co.uk](mailto:clerks@12cp.co.uk) or via the contact form at <https://www.12cp.co.uk/direct-access/>.