



# Pricing

# Employment Tribunals

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Our Employment Team advise and represent clients on a range of employment related matters including Employment Tribunals. Our fees for Employment Tribunal claims vary depending on the complexities of the case.

Our pricing for bringing and defending Employment Tribunal claims for unfair or wrongful dismissal is as follows:

Simple case: £7,500 - £10,000 (excluding VAT AT 20%)

Medium complexity case: £10,000 - £20,000 (excluding VAT AT 20%) High complexity case:

£20,000 - £100,000 (excluding VAT AT 20%)

Factors that could make a case more complex:

- Defending claims that are brought by litigants in person.
- If it is necessary to make or defend applications to amend claims or to provide further information about an existing claim.
- Complex preliminary issues that need to be determined at a hearing before the final hearing such as whether the claimant is disabled (if this is not agreed by the parties).
- The number of witnesses and documents.
- Claims involving multiple allegations over a significant period of time.
- Collective claims and claims involving collective consultation prior to dismissal.
- Claims with allegations of automatic unfair dismissal such as whistle blowing, health and safety, pregnancy, transfers of businesses etc. which is likely to make the claim more complex.
- Making or defending a costs application.
- Preparing and attending a remedies hearing (a hearing which covers compensation).

There will be an additional charge for attending a Tribunal Hearing of £1,000 - £2,000 per day (excluding VAT AT 20%). The cost will depend upon the experience of the lawyer attending the Tribunal Hearing. This will apply whether or not a barrister is engaged to do the advocacy. Generally, a hearing for a simple case should take 1-2 days, a medium complexity case 3-5 days and a high complexity case more than 5 days.

These estimates are based upon the following hourly rates:

Senior Partners & Consultants	£340.00
Partners	£310.00
Associates	£280.00
Solicitors qualified for 3 years or more	£230.00
Solicitors qualified for 2 – 3 years	£215.00
Solicitors qualified for 1 – 2 years	£200.00
Newly qualified solicitors	£190.00
Trainee solicitors	£120.00

The rates are excluding VAT AT 20%.

## Disbursements (Expenses)

Disbursements are costs related to your matter that are payable to third parties, such as, expert fees, barristers (counsels) fees. We handle the payment of the disbursements on your behalf to ensure a smoother process, provided you have put us in funds to do so. Disbursements have not been included in the above estimates.

Barrister's fees are estimated between £1,000 to 2,000 per day (depending on experience of the advocate) for attending a Tribunal Hearing (including preparation). If experts are required for example to provide evidence in support of your claim, their fees are estimated between £1,000 to £3,000 (excluding VAT AT 20%) for the preparation of a report to be relied upon at the hearing. In the event that an expert is required to attend the hearing to give evidence, additional costs are usually between £1,000 to £2,000 per day (exclusive of VAT AT 20%).

## What's included in the price:

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 likely compensation (this maybe revisited throughout the matter and subject to change if further information comes to light as the matter proceeds);
- Entering in to pre-claim conciliation where this is mandatory to explore whether a settlement can be reached;
- Preparing the claim or response.
- Reviewing and advising on the claim or response from other party.
- Exploring the possibility of a settlement and negotiating a settlement throughout the process.
- Preparing or considering a schedule of loss (a document setting out the amount that the claimant would like the tribunal to award to them).
- Preparing for (and attending) the initial tribunal 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 the issues to be decided by the tribunal, achronology and/or a cast list (a list of who is involved in the case).
- Preparation and attendance at Final Hearing, including instructions to a barrister if required.

The stages set out above are an indication and if some of stages above are not required, the fee may be at the lower end of the estimate. 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 on your individual needs.

## 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. We will be able to provide you a more accurate timescale once we have more information and as the matter progresses. Simple cases may settle in a matter of weeks but more complex cases could well take between 1-2 years to reach a resolution.

## Who will provide the services?

Work will be undertaken by our employment specialists.. All work will be supervised by a dedicated Partner who will ensure best practice is followed.

### **For more information contact our employment team :**

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