

Employment Tribunal Pricing Transparency

Our pricing for bringing and defending claims for unfair or wrongful dismissal vary depending on the complexity of the case. The below is provided as estimates only and factors set out below will impact on the complexity of the case. By way of example;

- Simple case- where a matter settles at or the day before early conciliation: £600-£1,000 (excluding VAT, charged at 20%)
- Medium complexity case-a tribunal claim likely to last no more than 1 day: £3,000-£5,000 (excluding VAT, charged at 20%)
- High complexity case- defined as a multi day tribunal claim: £9,500-£12,500 (excluding VAT, charged at 20%)
- Attending Tribunal Hearing per day £1,850 plus VAT

We charge based on an hourly rate which varies depending on the member of staff dealing with your matter. Our lowest hourly rate is £189 and our highest hourly rate is £325 plus VAT. The seniority of the members of staff dealing with your case will depend on its complexity. We will discuss this with you when you instruct us.

Factors that could make a case more complex:

- If it is necessary to make or defend applications to amend claims or to provide further information about an existing claim
- Defending claims that are brought by litigants in person
- Making or defending a costs application
- Complex preliminary issues such as whether the claimant is disabled (if this is not agreed by the parties)
- The number of witnesses and documents
- If it is an automatic unfair dismissal claim e.g. if you are dismissed after blowing the whistle on your employer
- Allegations of discrimination which are linked to the dismissal

Disbursements

Disbursements are costs related to your matter that are payable to third parties, such as court fees. We handle the payment of the disbursements on your behalf to ensure a smoother process.

Counsel may also be required to assist and where they do so their charges are in addition to our own. There will be VAT payable on their fees, charged at 20% (depending on experience of the advocate) for attending a Tribunal Hearing (including preparation)

Key stages

The estimate of 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 is likely to be revisited throughout the matter and subject to change)
- Entering into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached;
- Preparing claim or response
- Reviewing and advising on claim or response from other party
- 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, 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 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. If a settlement is reached during pre-claim conciliation, your case is likely to take 4-8 weeks. If your claim proceeds to a Final Hearing, your case is likely to take 6-9 months. This is just an estimate and we will of course be able to give you a more accurate timescale once we have more information and as the matter progresses.