



## Employment Tribunal pricing information

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Our pricing guidelines for bringing and defending claims for unfair or wrongful dismissal to hearing:

- Simple case: £9,000-£12,000 (excluding VAT)
- Medium complexity case: £13,000-£20,000 (excluding VAT)
- High complexity case: £20,000 plus (excluding VAT)

The costs for claims can be varied and significant depending on the complexity of the case. We have vast experience in how best to fund a client's costs including insurance, and the traditional private fee paying basis. We will always discuss with each client, individuals and businesses, the optimum way of funding.

Factors that could make a case more complex:

- If it is necessary to make or defend interim applications to amend claims or to provide further information about an existing claim;
- Defending claims that are brought by litigants in person;
- Preliminary Hearings
- 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; and
- Allegations of discrimination which are linked to the dismissal

There will be an additional charge for attending a Tribunal Hearing of £1,000-£2,000 per day (excluding VAT) dependant on the fee earner attending. Generally, we would allow 1 to 5 days depending on the complexity of your case.

All work will be carried out by a qualified solicitor and supervised by a partner.

**Damian Kelly** is a Partner and employment specialist in all aspects of employment law for over 25 years including contracts of employment, directors' service contracts, HR policies and procedures, disciplinary issues, redundancies and reorganisations, senior executive terminations, settlement agreements and Tribunal claims.

**Mike Wakeling** is a Partner who qualified in October 1988 with over 30 years' experience of handling dispute resolution work including commercial disputes as well as employment related issues.



## **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's fees estimated at approximately £4,000 for the first day of the Tribunal Hearing (including preparation), and £2,000 for each day thereafter (depending on experience of the advocate).

## **Key stages**

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 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 the claim or response;
- Reviewing and advising on the 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) any 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; and
- Preparation and attendance at Final Hearing, which may include instructions to Counsel if we are not undertaking the advocacy ourselves.

The stages set out above are an indication only and if some of stages above are not required, the fee may 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 6 weeks to conclude. If your claim proceeds to a Final Hearing, your case is likely to take 5 to 12 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.