



## Employment Tribunal

### Range of costs

Our pricing for bringing and defending claims for unfair or wrongful dismissal

Simple case: £1,000 – £10,000 (excluding VAT)

Medium complexity case: £1,000 - £20,000 (excluding VAT)

High complexity case: £1,000 -£30,000 (excluding VAT)

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. Currently the tribunal does not impose fees. We handle the payment of the disbursements on your behalf to ensure a smoother process.

Counsel's fees estimated between £1,000 - £4,000 per day (depending on experience of the advocate) for attending a Tribunal Hearing (including preparation)

### Employment Services

- Employment contracts, handbooks and policies
- Disciplinary issues and grievances
- Compromise agreements
- Unfair dismissal
- Redundancy
- Discrimination and whistle-blowing
- TUPE and business transfers

For further information on our Employment Services please contact:

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Senior Solicitor

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## 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. If settlement can be reached at an early stage the costs can be fairly modest. It is generally the litigation process in the Tribunal that creates the most cost.
- 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 1 - 16 weeks. If your claim proceeds to a Final Hearing, your case is likely to take x-x weeks. 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. Much depends upon the Tribunal diary and the steps taken to prepare the matter for a final hearing.

