

EMPLOYMENT LAW TRIBUNALS

RANGE OF COSTS (AS OF DECEMBER 2018)

Our pricing for bringing and Defending Claims for Unfair or Wrongful Dismissal:

- **Simple case:** £2,000-£8,000 (excluding VAT)
- **Medium complexity case:** £5,000-£15,000 (excluding VAT)
- **High complexity case:** £10,000-£30,000 (excluding VAT)

Factors that could make a case more complex:

- The necessity to make or defend applications to amend claims or to provide further information about an existing claim
- Defending claims brought by litigants in person
- Making or defending a costs application
- Complex preliminary issues such as questions as to whether the claimant may be disabled (if this is not agreed by the parties)
- A high number of witnesses and documents
- The claim constituting an automatic unfair dismissal claim (e.g. dismissal after blowing the whistle on your employer)
- Any associated allegations of discrimination
- The hearing being listed for several days
- The need to simultaneously engage in settlement negotiations

There will be an additional daily charge for attendance at a Tribunal Hearing, ranging from around £250-600 (excluding VAT), depending on the seniority of the lawyer and/or counsel.

Disbursements

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

The most common type of disbursement is Counsel's fees.

The instructions Counsel may be given can include:

- Giving a written opinion on the merits of the case and/or the amount of compensation that is likely (if at all)
- Attending any hearing, which can be a number of one-day hearings, such as Preliminary Hearings, to sort out issues prior to the substantive Tribunal hearing
- Drafting particulars of claim, grounds of response or witness statements
- Giving advice on the merits of settlement, at any given stage of a claim



Key Stages

The fees set out above cover all of the work that might arise in the course of the following key stages of a claim:

- Taking initial instructions, reviewing papers and advising 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 a claim or response
- Reviewing and advising on a claim or response from another party
- Exploring settlement and negotiating settlement throughout any claim
- 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 a bundle of documents
- Reviewing and advising on the other side's witness statements
- Agreeing a list of issues, a chronology and/or cast list
- Preparation and attendance at Final Hearing, including time spent preparing instructions to Counsel

The stages set out above are an indication only. If some of these stages are not required, the fee will be reduced. You may wish to handle the claim yourself and only seek our advice during certain stages. This can be arranged depending on your individual needs.

If at any time settlement is reached, it is customary (although not obligatory) for the employer to contribute at least £250 + VAT to your fees.

How long will my matter take?

The time necessary from your initial instructions to the final resolution of your matter depend largely on the stage at which your case is resolved.

If a settlement is reached during pre-claim conciliation, your case is likely to run for between three and six weeks. If your claim proceeds to a Final Hearing, your case is likely to last between three and twelve months. This is just an estimate and we will of course be able to give you a more accurate timescale as the matter progresses and further information comes to light.