

Employment Tribunal Matters- Cost information

We aim to give frank and honest service, based on experience backed by modern technology whilst maintaining traditional values. Our rates are competitive and represent good value for money. We either charge a fixed fee, hourly rate or fixed percentage fee depending on the type of case

Fixed Fee Range:

Our fee for perusal and advice on settlement or redundancy agreements are between £300 and £500 (excluding VAT)

Our pricing for bringing and defending claims for unfair or wrongful

dismissal Simple case: £3,750-£5,000 (excluding VAT)

Medium complexity case: £5,750-£8,500 (excluding VAT)

High complexity case: £12,500-£25,000 (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
- 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

There will be an additional charge for attending Preliminary Tribunal Hearing of £500 per day (excluding VAT).

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 between £750 to £1250 per day (depending on experience of the advocate) for attending a Tribunal Hearing (including preparation)

Other type of fee arrangement:

We also offer Damages based agreement in appropriate cases. This is a type of fee arrangement where subject to some exceptions listed below you will only pay us our fee if you win. The amount you will pay us if you win will be a percentage of the amount of money you recovered from the claim

(your award). The maximum percentage of your award that we can deduct as our fee is 35% of your total award. This is inclusive of vat.

Please note that the 35% deduction for our fees does not include the expenses / disbursements listed above. These disbursements and expenses will remain your responsibility whether you win or lose.

Circumstances under which you may pay our costs win or lose:

There are circumstances under which we may require you to pay our fees whether you win or loss.

These are:

- If you mislead us by not providing truthful information to us about your case
- If you fail to cooperate with us and provide instructions when required
- If you cancel the agreement before the employment tribunal decides the case or the case is agreed with your opponent
- If you fail to pay counsel fee or any other experience required to progress your case when required to do so
- If you ask us to work in an improper or unreasonable way
- If you fail to attend the employment tribunal when required to do so.
- If you reject our opinion about making a settlement with your opponent, then under the terms of the agreement that is deemed to be you behaving unreasonably. However, if you recover damages of at least 22% more than the offer that we advised you to make or accept then the agreement deems your behaviour to have been reasonable in that regard and you will not have to pay us anything except our expenses and disbursements.

If you breach the Damages based agreement and we require you to pay our fees, then our fees will be calculated on hourly basis. The hourly rate to apply to your case will be given to you in your client care letter when you instruct us.

From time to time, we will provide you costs information detailing the amount of costs that we have incurred in your matter. This is not a demand for payment but an information for you to know up to date costs in your case as it progresses. This costs update will include any disbursement or expenses that have been incurred in the period the costs update covers.

Our hourly rate

We charge hourly rates of between £150 -£210 per hour depending on the level of experience of the person handling your case and the complexity of your case.

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 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 only a guide and some of stages above are not required and may not be reached. Our fee would not change.

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 4-6 weeks. If your claim proceeds to a Final Hearing, your case is likely to take 26-52 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.