



Employment

We suggest discussing your case with us as each case is different and therefore the costs indicated below may be lower or higher than the broad estimates. We may be able to be more specific and/or you may require only part of the services that we can offer you.

Our pricing for bringing and defending claims for unfair or wrongful dismissal would typically be:-

✚ Simple case:	£3,000.00-£7,500.00 (plus vat at 20%)
✚ Medium complexity case:	£7,500.00-£18,000.00 (plus vat at 20%)
✚ High complexity case:	£18,000.00 - £50,000.00 (plus vat at 20%)

What is included in our Fee?




- ✚ Taking your initial instructions, reviewing the papers and advising you on merits;
- ✚ 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 the possibility of a settlement and negotiations.
- ✚ Preparing / considering a schedule of loss.
- ✚ Exchanging documents.
- ✚ Taking witness statements and drafting statements.
- ✚ Preparing bundle of documents.
- ✚ Reviewing and advising on the other party's witness statements.
- ✚ instructions to Counsel in respect of any hearings
- ✚ Advice on and assistance with any case management orders
- ✚ Reviewing and exchanging documents with the other party
- ✚ Agreeing a bundle of documents and drafting an index

The stages set out above are those most required in an Employment Tribunal case. If some of the stages are not required, our fee estimate will be smaller. You may wish to handle some or all parts of the claim yourself and only have our advice in relation to some of the stages. We can agree this with you, based on your own individual requirements and budget.

How long will this take?

The time that it takes from taking your initial instructions to the final resolution of your matter depends largely on the stage we are instructed and at which your case is resolved. If a settlement is reached during early conciliation, your case is likely to take up to 6 weeks from commencement of the early conclusion period. If your claim proceeds to a Final Hearing, your case is likely to take up to 12 months from the filing of a claim with the Tribunal, although unusually it may take longer. 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.

What is not included?

-  Dealing with witness evidence of in excess of 3 witnesses
-  Attendance at any hearings
-  Disbursements

Disbursements

Disbursements are costs which arise in dealing with your matter and which are payable to third parties. We require payment on account of (in advance of) disbursements and handle the payment of the disbursements to the third party on your behalf. The typical types of disbursements you may need to pay are court fees and counsel’s (barrister’s) fees. Counsel’s fees range from £1,000 to £5,000 plus VAT per day (depending on experience of the barrister) for representing you at a final Tribunal Hearing (including preparation.) Counsel’s fees for representing you at a preliminary hearing are usually between £500 to £2,000 plus VAT per day.

Counsel's fees are estimated in the table below for attending a Tribunal Hearing (including preparation). The fees vary significantly based upon experience

Pre-Hearing/Case Management Hearing	½ Day Hearing	1 Day Hearing	2 Day Hearing	3 Day Hearing
£350.00 - £750.00	£450.00 - £1,000.00	£600.00 - £2,000.00	£1,200.00 – £3,500.00	£2,000.00 - £5,000.00

Complex Cases

Factors that could make a case more complex include:-

- 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
- Substantial history of relevant events
- Cases involving case management hearings and/or multiple days of trial
- Complicated factual or legal issues
- Multiple parties

- Additional claims

There will be an additional charge for attending a Tribunal Hearing of £500.00 - £1,200.00 per day (plus vat at 20%).

Generally, a simple case would not require our attendance at the Tribunal and we would recommend Counsel attend alone (please see below for fees).

Typically, plus vat at 20% if applicable

Typical Key stages

The fees set out above would cover the work in relation to the following key stages of a claim (which may be applicable to your case):

- ✚ 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 early conciliation where this is mandatory to explore whether a settlement can be reached (subject to your instructions):
- ✚ Preparing the claim or response (sometimes Counsel's input may be required);
- ✚ Reviewing and advising on claim or response from other party
- ✚ Exploring settlement and negotiating settlement throughout the process as is appropriate and based on your instructions
- ✚ 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 bundles 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 (some of stages above may not be required), the fees charged will reflect the work actually carried out. You may wish to handle the claim yourself and only have our advice in relation to some of the stages and may not require our/Counsel's attendance at any hearings. This can be discussed and arranged on your individual needs.

Our Employment Team

Name	Role	Hourly Rate
Mr John Donkin	Managing Director	£295.00
Mrs Donna McCarthy	Solicitor	£295.00

All rates are excluding VAT at 20%