

# Employment tribunals: pricing for claims of unfair and wrongful dismissal

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

Simple case: £5,000-£8,000

Medium complexity case: £8,000-£12,000

High complexity case: £12,000-£70,000

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 an employee was dismissed after blowing the whistle
- Allegations of discrimination which are linked to the dismissal
- Multiple strands of claims and/or multiple Respondents

There will be an additional charge for attending a Tribunal Hearing. This may not be necessary in all cases. If attendance is required then the cost could range from £400-2,400 per day. Generally, we would allow 1-3 days depending on the complexity of your case.

Our costs are calculated on an hourly rate basis and the applicable hourly rate will depend on the experience and seniority of the lawyers working on the matter. Our standard hourly rates are set out below, but lower rates are available for clients using procurement frameworks or where we have agreed specific retainers.

Partner	£435
Senior Associate	£395
Associate	£380
Senior Assistant	£305
Assistant	£290
Legal Exec/Paralegal	£185
Trainee	£185
Legal Assistant	£155

All prices stated are exclusive of VAT and disbursements (unless specifically provided otherwise). The standard VAT rate is 20% and applies to all transactions of services or goods.

## Disbursements

Disbursements are costs related to your matter that are payable to third parties, such as counsel's fees. We handle the payment of the disbursements on your behalf to ensure a smoother process.

Counsel's fees are ordinarily between £1,500 and £5,000 per day exclusive of VAT (depending on the experience of the advocate) for attending a Tribunal Hearing (including preparation).

## 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 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 the 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 and the date when the Employment Tribunal is able to list a Final Hearing. If a settlement is reached during pre-claim conciliation, your case is likely to take 1-4 weeks. If your claim proceeds to a Final Hearing, your case is likely to take 16-52 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. There can be significant delays where the case has to be listed for a lengthy hearing.