

**STEPHENSON
HARWOOD**

Employment tribunals pricing

MARCH 2023

Our pricing for bringing and defending claims for unfair or wrongful dismissal falls within the following ranges:

- *Simple case*: £25,000 - £50,000 (excluding VAT, charged at 20%)
- *Medium complexity case*: £50,000 - £80,000 (excluding VAT, charged at 20%)
- *High complexity case*: upwards of £80,000 (excluding VAT, charged at 20%) depending on the complexity of the case.

We charge for our work on the basis of hourly rates, which are aligned with the level of experience of each member of the team. Our headline hourly rates currently range from:

- £265 per hour (excluding VAT, charged at 20%) for a trainee solicitor or paralegal,
- £365 per hour (excluding VAT, charged at 20%) for a Legal Analyst, to
- £875 per hour (excluding VAT, charged at 20%) for a partner's time.

For clients wishing to engage with us across a portfolio of Employment Tribunal or employment work more generally, or for an unusual case, we would recommend contacting us directly to discuss your requirements as we are likely to be able to adjust the scope and pricing of our offer to reflect your specific needs and budget.

We are also willing to agree fixed fees for specific stages of work in litigation, and will ensure that we scope with you carefully precisely what will fall within that fixed fee.

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
- A requirement for expert evidence
- 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

Please contact any of our employment specialist team to discuss your situation and we will be able to give you more tailored information about the likely fees involved in our bringing or defending a claim, for you.

Disbursements

Disbursements are costs related to your matter, being either costs we incur or those which are payable to third parties, such as fees for a barrister to appear on your behalf to be your advocate. We handle the payment of the disbursements on your behalf to ensure a smoother process (although we may require you to remit us funds in advance).

We would estimate barrister's fees to range between £6,000 and £25,000 per day (excluding VAT, charged at 20%) (depending on experience of the advocate) for appearing on your behalf at a Tribunal Hearing.

In some cases, an expert may be needed to give evidence to support your case. For example, a specialist doctor might explain to the Tribunal how a particular medical condition might limit activities. The benefit of involving an expert, and the cost of doing so, will be discussed with you, and we will keep you informed of the likely fees the expert will incur in the course of your matter.

If we agree a fixed fee with you, we may agree to include costs such as travel, accommodation, printing and copying within that fee, but more usually we will charge these items as separate disbursements.

Potential funding options

Clients with employment related legal issues may have available to them other methods through which they might fund their legal costs, including but not limited to:

- insurance cover (for example under a credit card or household insurance policy or a bespoke "after the event" policy);
- as a benefit of trade union membership;
- through a third party funder.

We will discuss these possibilities with you if they are appropriate.

Key stages

The fees set out above cover all of the work in relation to the following key stages of a claim, namely:

- 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 a documents bundle
- 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. If some of stages above are not required, the fee may be reduced.

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 (out-of-court dispute resolution), your case is likely to take up to 6 weeks from the commencement of the conciliation process.

If your claim proceeds to a Final Hearing, your case could take up to a year or more, depending on the Tribunal timetables. Most unfair dismissal and wrongful dismissal cases which do not involve claims for whistleblowing or discrimination are heard by the Tribunal within 6 to 9 months. This is just an estimate and will depend on your particular case, and the Tribunal in which it is brought. We will of course be able to give you a more accurate timescale once we have more information and as the matter progresses.

Who will be responsible for my matter?

Employment Tribunal matters are handled by the following partners and associates. Click on a name to access that person's profile on our website which contains information about their experience and qualifications.

Anne Pritam	England and Wales qualified 1996	Partner
Paul Reeves	England and Wales qualified 1999	Partner
Kiersten Lucas	England and Wales qualified 2000	Partner
Richard Freedman	England and Wales qualified 2012	Partner
Emily Aryeetey	England and Wales qualified 2010	Managing associate
Serena Foulkes	England and Wales qualified 2011	Consultant
Laura Anderson	Scotland qualified 2014	Managing Associate
Natalie Edwards	England and Wales qualified 2014	Managing Associate
Imogen Heywood	England and Wales qualified 2016	Associate
Michèle Aubertin	England and Wales qualified 2018	Associate
Elspeth Hunt	England and Wales qualified 2020	Associate
Matilda Whittingham*	England and Wales qualified 2021	Associate
River Clarke	England and Wales qualified 2022	Associate
Aaron Pooni	England and Wales qualified 2022	Associate

In addition to the persons listed above, legal analysts, trainees and paralegals may also work on your matter. Trainees generally remain with the practice group for 6 months before rotating into a different practice group in order to experience a variety of practices before qualifying into a specific field.

*Matilda Whittingham leaves the firm early May 2023.

Information correct as of 23 March 2023