

Employment tribunals pricing

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

- Simple case: **£20,000 - £40,000** (excluding VAT, charged at 20%)
- Medium complexity case: **£40,000 - £75,000** (excluding VAT, charged at 20%)
- High complexity case: **£75,000** (excluding VAT, charged at 20%) and possibly significantly more depending on your case

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 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 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 are estimated between £5,000 and £20,000 per day (depending on experience of the advocate) for appearing on your behalf at a Tribunal Hearing.

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 will 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, 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.

Information correct as of 1 October 2021