

## Employment tribunals

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Our pricing for **bringing and defending claims for unfair or wrongful dismissal** will generally be as follows:

Simple case: £7,000 –10,000 (excluding VAT)

Medium complexity case: £10,000 – £20,000 (excluding VAT)

High complexity case: £20,000+ (excluding VAT)

We will tell you at the outset whether we initially consider your case to be simple or more complex. However, it is important that you understand that this is subject to change until we have had the opportunity to review all of the relevant papers and potentially meet with your key witnesses. 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
- Claims that include a discrimination allegation under the Equality Act 2010

There will be an additional charge for **attending a Tribunal Hearing** of £1000 - 2000 per day (depending on the seniority of the lawyer accompanying you, excluding VAT). Generally, we would allow 1-3 days for simple cases, 2-6 days for medium complex cases and 3+ days for complex cases.

**Disbursements** are costs related to your matter that are payable to third parties, such as court fees or expert witnesses. We handle the payment of the disbursements on your behalf to ensure a smoother process.

**Counsel's fees** will depend on the experience of the advocate and the complexity of the case.

Our fees set out above (excluding disbursements and counsel's fees) 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 for 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. In the event of an unexpected complexity, there is always the risk that your fee will increase – however we will always discuss this with you in advance if we consider that this may occur. 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.

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 approximately 12 weeks. If your claim proceeds to a Final Hearing, the duration of your matter will depend on when the case is listed by the Tribunal, which could take between 6 months and 1 year. We will of course be able to give you a more accurate timescale once we have more information and as the matter progresses.

The people who would carry out this work are members of our employment team, whose details can be found [here](#).