

Guidance on our fees for Employment Tribunal claims

In accordance with the Solicitors Regulation Authority transparency rules, the information below sets out details of our fees for bringing and defending claims in the Employment Tribunal for unfair dismissal or wrongful dismissal.

We will always be happy to discuss the likely costs at the outset of any new matter so that you can decide how you wish to proceed. Unless an alternative pricing structure is agreed, our fees are normally calculated by reference to the time spent working on the matter in question. The hourly rates for the members of our employment law team depend on the seniority and level of experience of each individual and currently range from £240 to £530 per hour. Further details of each member of our employment law team are available [here](#).

Our fees for bringing and defending Employment Tribunal proceedings will depend on a number of factors including the complexity of the case, the potential value of the claim and the amount of evidence involved. As a general guide, we would normally expect that our fees associated with pursuing or defending a basic wrongful dismissal or unfair dismissal claim where the final hearing is listed for one day to be in the range £20,000 - £30,000. If the final hearing is listed for more than one day we would typically expect our fees to increase by approximately £10,000 - £15,000 for each additional day. Please note that these figures are purely for guidance purposes and exclude disbursements (see below). We will of course provide a more accurate estimate of our potential fees once we have further details of the particular case. Factors which may affect the complexity (and therefore cost) of a case include:

- whether it is necessary to deal with any preliminary issues (e.g. disputes over whether or not the claim was brought within the applicable time limit);
- whether it is necessary to make or defend applications to amend the claim and/or to provide or request further information;
- the number of witnesses and documents;
- whether or not the claimant is represented or acting as a litigant in person;
- whether the case involves more complex legal issues, such as discrimination, TUPE or whistleblowing; and
- the approach of the claimant and/or their representative (including whether there is any unreasonable, misconceived or vexatious behaviour).

Disbursements

Disbursements are costs related to your matter that are payable to third parties. We handle the payment of the disbursements on your behalf to ensure a smoother process.

The main third party cost associated with an Employment Tribunal claim is the cost of instructing a barrister (known as Counsel) to represent you at the hearing. Counsel's fees are normally made up of a 'brief fee' (which includes the preparation time and the costs of the first day of the hearing) and a daily 'refresher' rate for each additional day of the hearing. The level of Counsel's fees will depend on the seniority of the barrister but the brief fee is likely to be in the range £1,750 - £15,000 and the daily refresher between £1,250 and £4,000.

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 the merits and likely compensation (this is likely to be revisited throughout the matter and is 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, this is likely to reduce the overall cost.

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, the case is likely to take 1-12 weeks. If the claim proceeds to a Final Hearing, it is likely to take 9-12 months depending on how long it takes the Employment Tribunal to schedule the date of the hearing. 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.

Please note that all fees and costs shown above are exclusive of Value Added Tax (VAT) which will be added where applicable to each invoice. Our rates are reviewed annually on 1 April each year. If the rate applicable to a particular matter is varied as a result of the annual review, you will be notified in writing at the time.

