

Our pricing for bringing and defending Employment Tribunal claims for unfair or wrongful dismissal

Time spent on your behalf is recorded and charged in standard units of six minutes. Letters and substantive emails sent out and all telephone calls, whether made or received, are charged as a standard unit each unless the actual time involved exceeds six minutes in which case the actual time will be charged. Routine letters and substantive emails received are charged in standard units of three minutes per page.

The time spent will be charged at the rate of £245.00 per hour. VAT will be charged at the current rate prevailing where applicable (currently 20%).

An additional charge is made for photocopying and any other out-of-pocket expenses in the matter. We reserve the right at our discretion to pass on to you the cost of postage of large or bulky packages or items.

The hourly rates are normally reviewed from 1st January each year to reflect increases in overhead costs and inflation. We will inform you of any variation in the hourly rate before it takes effect.

We make a charge of £30 plus VAT for electronic transfers of funds by CHAPS to UK accounts. Different charges may apply to international payments and these will be discussed with you on an individual basis.

We offer a fixed fee initial interview in all cases at a price of £230 plus VAT.

We will provide you with an estimate of our costs at the outset and update you throughout.

As an indication of the likely charges:

Simple case: £3,000-£6,000 (excluding VAT)

Medium complexity case: £6,000-£12,000 (excluding VAT)

High complexity case: £12,000-£35,000 (excluding VAT)

The figures above include the cost of the initial fixed fee interview.

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

There will be an additional charge for attending a Tribunal Hearing of £1,225 per day (excluding VAT). Generally, we would allow 1-10 days depending on the complexity of your case.

Disbursements

Disbursements are out of pocket expenses and 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 £750 to £5,000 per day (depending on experience of the advocate) for attending a Tribunal Hearing (including preparation)

Key stages

The fees set out above cover all 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 the stages above are not required, our fees will be adjusted to reflect this. 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 according to your individual requirements.

Alternative Funding

It may be that you have some form of Legal Expenses cover that will fund the legal costs and disbursements involved in bringing or defending this type of claim. For an employee, this may be available to you under your household insurance or motor policy or as a feature of a premium bank account. You may belong to a Union that offers a legal assistance scheme.

If you are an employer, you may have cover through membership of a trade or professional organisation you subscribe to.

We will discuss any options that may be open to you at your first appointment.

No Win-No Fee Agreements

We are willing to consider acting for an employee wishing to bring a claim under a No-Win No Fee arrangement, if the case is a suitable one. Under such an arrangement, if your claim is unsuccessful, you do not pay us any fee

for work done after the date of the agreement, as long as you have kept to the agreement's terms. If the claim is successful, you pay us an agreed percentage of the money you have been awarded or that you settled for (or of the higher amount you obtained, if there was already an offer on the table when you first instructed us). The percentage would not be more than 35% of the compensation amount (including VAT). Disbursements would be payable in addition.

Before we would agree to this type of arrangement, we would need to carry out an internal risk assessment of the claim, based on detailed information from you. This usually takes around a week after our first meeting. We would not make a charge for the time we spent carrying out our own risk assessment.

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 4-6 weeks. If your claim proceeds to a Final Hearing, your case is likely to take 24-36 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.

Who will deal with my matter?

Your matter will be dealt with by Ian Pinder who is supervised by Richard Giles.

Details of their qualifications and experience can be found by following the links to their profiles.