



This information sheet shows our likely range of costs acting for an **employee** bringing a claim for wrongful or unfair dismissal.

Our fees

A Tribunal claim can be a very daunting process and we appreciate that you will want some certainty on how much the costs will be before starting the process.

The information below is to give you some idea on what the likely costs of representation will be.

Hourly rates:

Our hourly rates are £210 plus VAT (20%)*. Where hourly rates are charged it will depend on the complexity of the matter and we will give you an estimate of how many hours work is involved at each stage.

Employment Tribunal - Information on costs

The table below sets the fee range for Tribunal claims. The ranges vary depending on the complexity of the case, the length of the hearing and the likely time scales the claim will run for.

Complexity	Fee Range	Timescale	Hearing length
Simple	£5000 - £7000 Plus VAT (20%*)	Up to 1 year	One day
Medium	£7000 - £15,000 Plus VAT (20%*)	1 to 1.5 years months	Two to three days
High	£15,000 - £50,000 Plus VAT (20%)	1.5 to 2 years	3+

What may be included

- Taking initial instructions, reviewing papers and advising on the merits of your claim
- Dealing with early conciliation via ACAS
- Drafting and filing form ET1 (claim form)
- Compiling list of documents, exchange of documents and agreeing a bundle of documents
- Drafting witness statements
- Preparation for a hearing

Disbursements

Disbursements are costs and expenses related to your case which include costs payable to third parties (e.g counsels fees). In relation to counsels' fees we would usually require you to make a payment on account of these costs to us and we will then pay them on your behalf.

Counsel's fees for unfair dismissal or wrongful dismissal are usually between £2,000 and £5,000 plus VAT (20%*), depending on the experience of the advocate, complexity of the matter and the length of the hearing.



However there are circumstances which make a matter more complex which are likely to cause an increase in our fees or disbursements.

Factors that could make a case more complex include:

- If it is necessary to make applications, amend claims or to provide further information about existing claims
- Complex preliminary issues such as whether you are disabled
- The number of witnesses and documents
- If it is an automatic unfair dismissal claim, for example if you are dismissed after whistle blowing
- Allegations of discrimination that are linked to the dismissal

Further Charges

If any additional stages are required then they may increase the likely costs listed above and will be additional costs to your case. Such stages include but are not limited to:

- Judicial mediation/judicial assessment
- Attending the Tribunal Hearing with the Barrister
- Preparing for and attending a remedies hearing if one is listed as a separate hearing
- Assisting a Barrister with any appeal

Key Stages

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

- Taking your initial instructions, reviewing the papers, advising you on the merits of your claim and likely compensation (which will be revisited throughout the case and will be subject to change)
- Entering into ACAS early conciliation
- Preparing and filing the claim at the Employment Tribunal
- Reviewing and advising on the response/defence from the other party
- Exploring settlement and negotiating settlement throughout the process
- Preparing a schedule of loss
- Preparing for and attending a Preliminary Hearing Case Management Conference (directions hearing)
- Exchanging documents with the other party and agreeing a bundle of documents
Taking witness statements, drafting and agreeing content with witnesses
- Reviewing and advising on the other party's witness statements
- Agreeing a list of issues, a chronology and/or cast list
- Preparation for the hearing, including instructions to Counsel

Of course a case can be settled at any point and may not go to Tribunal. If some of the stages above are not needed or relevant then the fees may be reduced.