

Tribunal Price Information

Our pricing for bringing and defending claims for unfair or wrongful dismissal only (where there are no other elements to the claim, such as discrimination or whistle-blowing are the following):-

Simple case: £5,000 - £10,000 (excluding VAT)

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

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

In simple cases, we may be able to offer a Damages-Based Agreement, where 35% of any proceeds (damages or settlement monies) would be payable as our firm's fees, including VAT in addition to any separate costs incurred plus any applicable VAT in relation to such costs. You may also have cover under Legal Expenses Insurance and we will check this with you during your initial appointment.

Factors that could make a case more complex include the following:

- 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.
- Issues relating to transfer of undertakings.
- 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 £1,050-1,750 per day (excluding VAT). Generally, we would allow 1-15 days depending on the complexity of your case. Simple unfair dismissal claims are usually around 1 – 3 days.

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.

A barrister will frequently be needed, and depending on the case's complexity, will normally be instructed at an early stage. A barrister will also charge at an hourly rate depending on time spent on your case. Their hourly rates are generally between £200 and £600 per hour excluding VAT (and depending on their experience). If the matter goes to a final hearing in the Employment Tribunal, then depending on the case's complexity, their fees could be between £10,000 and £50,000 (excluding VAT).

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 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 to a claim.
- 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 (a schedule reflecting all the different types of loss suffered by you and which can be claimed).
- Preparing for (and attending) a Preliminary Hearing (if needed).
- Exchanging documents with the other party and agreeing a bundle of documents.
- Taking witness statements, drafting statements and agreeing their content with witnesses.
- Advising on merits.
- Preparing bundle of documents.
- Reviewing and advising on the other party's witness statements.
- Agreeing a list of issues, a chronology of events.
- Preparation and attendance at Final Hearing, including preparing instructions to the barrister and liaising with the barrister.

The stages set out above are an indication and if some of stages above are not required, the fee will be reduced. 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. However, for continuity, we would normally suggest you instructing us on your whole matter.

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 4-16 weeks. If your claim proceeds to a Final Hearing, the time it will take will depend on the Tribunal's availability to list the case and the complexity of it. As an initial estimate, your case to final hearing is likely to take 6 – 18 months. 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.

The employment solicitor is 6 and a half years post-qualified and has been working in this area for nearly 9 years. She ensures her knowledge stays up to date in order to give you the best service possible. She has very recently settled a nine day hearing employment case with, among other claims, an unfair dismissal claim within it. She is assisted by a paralegal, who although is not legally qualified, has up to 18 months' experience. She works under the direct supervision of the solicitor. Both the solicitor and paralegal are supervised by Khalid Sofi, the Managing Partner.