

EMPLOYMENT CLAIMS – EMPLOYERS

The provision of advice and representation to employers in relation to defending claims before the Employment Tribunal brought by an employee for unfair dismissal or wrongful dismissal.

Our fees are estimated on a case-by-case basis. It is extremely difficult to predict how many hours will be required to complete your matter without having any background or full details of the issues.

Our fees for unfair or wrongful dismissal:

Type of Case	Fees	Barristers Fees
Low complexity case listed for a 1 day hearing	£2,500 (£3,000 incl VAT) to £6,000 (£7,200 incl VAT)	£2,000 (£2,400 incl VAT) to £3,500 (£4,200 incl VAT)
Medium complexity case listed for a 3 day hearing	£6,000 (£7,200 incl VAT) to £13,500 (£16,500 incl VAT)	£5,000 (£6,000 incl VAT) to £10,000 (£12,000 incl VAT)
High complexity case	£20,000 (£24,000 incl VAT) to £42,500 (£51,000 incl VAT)	Upwards of £15,000 (£18,000 incl VAT)

KEY STAGES

The fees cover all of the work in relation to the following key stages of a claim:

- Taking your initial instructions, reviewing the documentation and ascertaining the position re: wrongful and unfair dismissal in your case (approximately 1 to 2 weeks).
- Taking witness statements, drafting statement and agreeing their content with the witnesses (approximately 1 to 2 weeks)
- Entering into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached (approximately 2 to 3 weeks thereafter)
- Dealing with the application and preparing a defence (approximately within a month)
- Exploring settlement and negotiating settlement throughout the process
- Preparing a bundle of documents for the hearing
- Representation at the hearing, including instructions to Counsel
- Consequent attendance to ensure the decision is implemented

Please note:

- The estimates above are based on recent instructions. The actual cost to you will depend on several factors which we will discuss with you when you instruct us.
- The charge is based on hourly rates of £150 to £280 per hour plus VAT.
- There may be other costs on top. These are fees and charges we will need to pay on your behalf as part of the process, such as counsel's fees, expert witness fees. They are likely to be in the region of £5,000 to £20,000 plus VAT where relevant.
- Counsel may assist at the following stages:-
 - Issuing / defending of proceedings;
 - Preparation and representation at the preliminary hearing;
 - Disclosure of documents;
 - Drafting and exchange of witness statements;
 - Representation at the final hearing; and
 - General day-to-day management of the case.

- In most Employment Tribunals proceedings, each side will bear their own legal costs. Generally, the Tribunal would not order one of the parties to pay the other side's legal costs unless it believed that it had behaved unreasonably. However, this is a limited circumstance and you will therefore remain liable for any outstanding costs and charges.
- Our fee is set out on the assumption that there are no other claims (eg discrimination) that might increase the time involved, and thus, the cost. There may also be an increase in cost if the claimant is acting in person.

Our fees do not include any external costs and charges that may be incurred as part of the process (eg. damages, fines, penalties or other liabilities). You will also be responsible for these items.