

SRA Transparency Rules

Employment tribunals (claims for unfair or wrongful dismissal) for employees and employers

Indicative Pricing

The below pricing information is intended as a guide only and the fee may vary and will depend on your particular circumstances. Where your circumstances change or complex issues arise or where the initial instruction subsequently necessitates additional work, the fee will also vary and we will inform you of this and provide revised costs information. Our pricing for bringing and defending claims for unfair or wrongful dismissal is likely to be:

- Simple case: £2,500 to 10,000 (excluding VAT, currently at 20%, and disbursements)
- Medium complexity case: £10,000 to 25,000 (excluding VAT and disbursements)
- High complexity case: £25,000 to 150,000 (excluding VAT and disbursements)

Factors that could make a case more complex include:

- If it is necessary to make or defend applications to amend claims or to provide further information about an existing claim;
- Making or defending applications to strike out the 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 or other claims which are linked to the dismissal;
- Where there are a large volume of documents relevant to the claim; and
- Judicial mediation to settle a claim.

There will be an additional charge for attending a Tribunal Hearing of between £4,000 and £6,000 per day (excluding VAT). Generally, we would allow 1 to 10 days depending on the complexity of your case.

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. Where we need to instruct Counsel, Counsel's fees are estimated to be between £250 and £650 per hour excluding VAT (depending on the experience of the advocate) for attending a Tribunal Hearing (including preparation).

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 the claim or response to the claim;
- Reviewing and advising on the 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 bundles of documents;
- Reviewing and advising on the other party's witness statements;
- Agreeing a list of issues, a chronology and/or cast list; and
- Preparation and attendance at the Final Hearing, including instructions to Counsel.

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 depending on your individual needs. Equally, where unforeseen circumstances arise, this will require additional work and the fee will be increased. As above, we will inform you of this and provide revised costs information.

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 1 to 12 weeks. If your claim proceeds to a Final Hearing, your case is likely to take 3 to 52 weeks. This is just an estimate and depends on when the Final Hearing Date is set. We will be able to give you a more accurate timescale once we have more information and as the matter progresses.

We also want to draw your attention to the fact that sometimes an employee may be able to get assistance with legal claims either through a policy of insurance (such as a household insurance policy) or through membership of a trade union. You are therefore advised to check any such policy and/or speak with any relevant union that you are a member of to see if you are covered. In this regard it is worth drawing your attention to the fact that there are sometimes strict reporting requirements for any such insurance claim and any law firm instructed on your behalf will need to be approved by the insurer.

The hourly rates of the principal personnel likely to be involved in providing the advice start from £350. Our rates are customarily reviewed each year with effect from 1st January.