

# *Employment Tribunal Claims*

## **OUR PRICE TRANSPARENCY**

There are quite a few different types of employment claims, ranging from a straightforward claim for wrongful dismissal, to a complex claim for constructive unfair dismissal as well as discrimination. We have collated the information in this sheet to provide you with an idea of our price for our service although this should only be treated as a rough guide as each and every case should be assessed on its own merits and will involve differing levels of costs depending on variable factors. It is for all these reasons predicting the amount of costs involved in any case is very difficult and we would recommend you get in touch with us for a more tailored no-obligation quote and budget to manage your employment claim.

The following table of case types for a claim for unfair or wrongful dismissal can indicate our level of costs, VAT charged at current rate of 20%;-

Type of Case	Example	Our Overall Costs
Simple	A straightforward which does not involve many disputed evidence or issues which can be resolved in a 1 day hearing.	£10,000 - £15,000* +VAT (at 20%)
Medium	A claim where there are 3 or more witnesses and a number of issues in dispute as well as other aspects such as discrimination which is listed for more than a 1 day hearing.	£15,000 - £20,000* +VAT (at 20%)
Complex	A claim with multiple allegations and issues in dispute, such as constructive dismissal, three or more witnesses, a number of discriminatory acts or omissions, whistleblowing. These cases are listed for 3 days or more.	£20,000 - £30,000* +VAT (at 20%)

\*plus VAT (at 20%) and disbursements

There are variable factors which will influence the costs above and make a case more complex such as;-

- the amount of documents and the number of witnesses;
- the need for expert evidence and whether this expert is single, joint or whether there are one or more experts;

- how your opponent deals and responds to the claim, for example the level the claim is contested or if your opponent is acting as a litigant in person;
- allegations of discrimination which are linked to a dismissal;
- dealing with preliminary issues, such as whether or not the Claimant meets the criteria of being disabled to bring a discrimination claim;
- whether we need to make or respond to applications made in the claim or to provide further information about an existing claim;
- Tribunal's timetable and directions;
- amount and length of any Tribunal or Court hearings; and the;
- stage the case is settled or determined, for example, the costs will be substantially different for a claim which settles shortly after the claim is issued compared to a case which is determined by a final hearing.

## Hearings

There is also usually an additional fee for attending a Tribunal Hearing of £1,000 per day plus VAT (at 20%) and travel costs. The number of days for your hearing will depend on the complexity of your case and is usually agreed by the parties and/or decided by the Tribunal with reference to the issues in the claim.

## Disbursements

Disbursements are costs related to your matter that are payable to third parties, such as Court fee or experts' fees. We normally handle the payment of the disbursements on your behalf to ensure a smoother process. The level of third-party costs, such as experts, will depend on your matter and will depend on the quote(s) provided by such experts for their assistance. Usually they will quote for preparing a report and separately for their attendance at a Hearing, if necessary. We may also need to involve a barrister to assist with your case and represent you at any Hearings and their fee(s) will be classed as a disbursement. Counsel's fees depend on their level of experience and can be estimated at around £1,750 - £3,500 for the Hearing and will include a "refresher" fee (which is usually a lower daily rate) for each subsequent day. It is part of our terms and conditions that all disbursements are paid on account at least 1 week before they are incurred by the firm.



## 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;
- 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 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.



## Timescales

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 1-4 months. If your claim proceeds to a Final Hearing, your case is likely to take 12-24 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.

## Our Team

Our employment team consists of:-

Name	Qualification	Year	Rate
<b>Andrew Dee</b>	Solicitor & Partner	15/01/1983	£250 plus VAT (at 20%)
<b>Emily Leadbeater</b>	Solicitor	15/11/2012	£250 plus VAT (at 20%)
<b>Paralegals</b>	Training	N/A	£126 plus VAT (at 20%)

