

# Unfair dismissal and wrongful dismissal employment tribunal claims

## Illustrative range of fees

The illustrations below are based on our hourly rates and assume the work is carried out by a junior-level Associate in one of our regional offices, supervised by a Principal Associate.

	<b>Illustrative example</b>	<b>Estimate £ plus VAT</b>
Not complex	Advising and representing an employer in the defence of a straightforward employment tribunal claim involving one day in a final hearing	8,000
Moderately complex	Advising and representing an employer in the defence of a moderately complex employment tribunal claim involving three days in final hearing	18,000
Very complex	Advising and representing an employer in relation to a very complex employment tribunal claim involving twelve days in final hearing	75,000

The above fee illustrations exclude the following, which arise in some cases:

- preparing for (and attending) Preliminary Hearings
- making or opposing applications for Orders from the Tribunal
- complying with Tribunal Orders, other than standard directions for disclosure of documents, preparation of bundles and exchange of witness statements
- instructing counsel or expert witnesses
- preparing for and attending a separate Remedy Hearing
- making or opposing any appeal

They are also illustrative estimates only. The total cost of the service is dependent on a number of variables including:

- the complexity and value of the case
- the number of claimants involved and whether they are legally represented
- the number of respondents involved and whether they are legally represented;
- whether the case is withdrawn or settles early on or is contested all the way to a final hearing
- any subsequent remedy hearing if required
- the volume of relevant documents
- the number of witnesses
- whether there are any preliminary hearings ahead of the final hearing
- whether it is necessary to make or oppose applications for orders from the Tribunal
- whether our client wish to deal with any aspects of case preparation itself
- the strategy we agree with our client
- the charging structure we agree with our client

The actual cost of the service could be less than the fee illustrations above if, for example, the case settled early and the matter did not proceed to example, disclosure, witness statements or trial. The actual cost of the service could also be significantly higher, depending on the facts of the case. We therefore provide at the start of each matter a fully scoped cost estimate and keep the client updated on costs. If the scope of work changes at all and means additional work/cost, we inform the client of this and provide a revised cost estimate.

## Key stages

The fee illustrations set out above cover work in relation to the following key stages of a claim:

- Stage 1: Taking initial instructions, reviewing the papers and advising on merits and weaknesses (this is likely to be revisited throughout the matter and subject to change), and preparing and filing a response.
- Stage 2: Considering and advising on the claimant's schedule of loss. Collating and considering relevant documents, exchanging documents with the claimant, considering and advising on the claimants' documents and agreeing and preparing a bundle of documents for the Final Hearing.
- Stage 3: Taking and exchanging witness statements and considering and advising on the content of the claimants' statements.
- Stage 4: Preparation for and attendance at Final Hearing and advising on outcome.

Throughout this time, work done would also include exploring the possibility of settlement.

## Likely disbursements

Other costs likely to be incurred on your behalf are travel costs, hotel costs and photocopying charges. Travels costs are usually by rail (standard class open returns). Photocopying charges are 15p per side. We have an agent who books hotels for us at the best rates available. VAT is charged on other costs at 20%.

In some cases we may instruct a barrister (counsel) to be used, for example for the advocacy instead of a solicitor. The amount charged by counsel varies according to seniority and would be agreed with a client before they were incurred.

## Hourly rates

Our hourly rates vary across our UK offices and practice groups and are also dependent on who is involved on the matter. The range of our hourly rates (exclusive of VAT) is as follows:

Legal Directors and Partners	£425 to £765
Associates	£260 to £555
Trainees and Paralegals	£125 to £300
Apprentices	£50 to £125

Hourly rates are just one component of our alternative fee arrangements. We operate a number of alternative charging structures for some clients, including capped and fixed rates and menu pricing. We also offer preferential rates for larger clients who are able to offer volume work which would allow us to deliver efficiency savings based on economies of scale.

We recommend that you contact us to discuss an estimate specific to you and your requirements.