



Employment Tribunal Prices

For the purposes of this guide any reference to VAT is calculated at the standard rate for goods and services, currently 20%.

Every case is different, so it is difficult to provide an accurate indication of overall costs until we are aware of the complexities of your case. The amount required varies as every situation is different. Please do not hesitate to contact us to discuss your matter.

Our fees are calculated using our solicitors' standard hourly charge out rates. A clear and transparent quotation will always be given to you at the outset of the matter. Should anything arise during the course of your case that could result in a price increase, we will advise you upon that becoming apparent.

Below is an example of our pricing fee estimate for representing a business when a claim has been brought against them for unfair or wrongful dismissal.

- Lower complexity case: £5,000-£10,000 plus VAT (£6,000 - £12,000 inc. VAT)
- Medium complexity case: £9,000-£18,000 plus VAT (£10,800-£21,600 inc. VAT)
- Higher complexity case: £18,000-£30,000 plus VAT (£21,600 - £36,000 inc. VAT)

Disbursements (plus VAT) will be in addition to our fees.

Factors that could increase our costs:

- The complexity of the case and whether there are substantial factual disputes between the parties;
- The extent of disclosure (documents) for both parties;
- The number of witnesses for both parties;
- The number of days that the Tribunal will list the final hearing for;
- Whether any settlement negotiations are entered into and the extent to which those may become protracted;
- Whether any interim applications need to be made or defended resulting in additional hearings; and/or
- Preparation and attendance at preliminary hearings that are listed for up to 3 hours.

The fee estimates quoted above are based on cases proceeding on a private paying basis (i.e. where you are responsible for paying legal fees). Cases may however be funded on



an alternative basis if you have legal expense insurance, you may have this cover as part of your general business insurance, you should contact either your insurance broker or your insurers directly to establish whether your policy will cover the legal costs associated with defending an employment tribunal claim.

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.

Counsel's fees range between £1,500 to £5,000 plus VAT (£1,800 to £6,000 inc. VAT) per day (depending on experience of the advocate) for attending a Tribunal Hearing (including preparation) depending on the location of the hearing.

Please be aware that Hearings can be listed for up to 5 days or more.

It is possible that your case may require other professional disbursements such as for a medical report/expert, or medical records.

Key stages

The fees set out above cover all 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 value of the claim (this is likely to be revisited throughout the matter and subject to change);
- Entering pre-claim conciliation through ACAS;
- Reviewing and preparing the response to the claim and submitting the same to the Employment Tribunal;
- Exploring settlement and negotiating settlement throughout the process;
- Considering a schedule of loss;
- Preparing for (and attending) a Preliminary Hearing;
- Exchanging documents with the other party and reviewing the documents disclosed by them;
- Taking witness statements, drafting statements and agreeing their content with witnesses;
- Preparing a bundle of documents for the tribunal at final hearing;
- Reviewing and advising on the other party's witness statements;
- Preparation for Final Hearing, including preparing instructions to Counsel to present your case at the hearing.



The stages set out above are an indication only.

How long will my matter take?

The time it takes from taking your initial instructions to final resolution of your matter depends largely on the stage at which your case is resolved. If settlement is reached during pre-claim conciliation, your case is likely to take 6 – 12 weeks. If your claim proceeds to a Final Hearing, in our experience it is likely to take 8 to 18 months. This timescale 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.

This illustration is to provide you with an outline of the likely costs of a case. Whilst we aim to be as accurate as possible, we strongly suggest you contact us directly to obtain a bespoke solution. For Employment matters please contact lk@djmlaw.co.uk or telephone (01792) 656502.