



Employment Tribunal Price Guide

To give you the likely cost of bringing or defending claims for unfair or wrongful dismissal:

- Simple case; £2000 to £5000 (excluding 20% VAT)
- Medium complexity case; £5000 to £10,000 (excluding 20% VAT)
- High complexity case; £10,000 to £20,000 (excluding 20% VAT)

Factors that could make a case more complex:

- If it is necessary to make or defend applications, to amend claims or to provide further information about an existing claim;
- Defending claims that are brought by people who are not represented by lawyers/representatives
- Making or defending a costs application
- Complex preliminary issues such as whether the Claimant is disabled
- 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 which are linked to the dismissal
- There will be an additional charge for attending a tribunal hearing of £1,500 per day (excluding VAT). Generally we would allow one to three for a simple or medium complexity case, and five to 10 days for a complex case.

Disbursements

Disbursements are costs related to your matter that are payable to third parties, such as court fees. We handle the payment of disbursements on your behalf.

- Counsel's fees estimated between £1,000 to £2,000 per day (depending on the experience of the advocate) plus 20% VAT 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

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- 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 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 and Final Hearing, including instructions to Counsel.

The stages set out above are an indication and if some of the stages above are not required, the fee will be less.

How long will my matter take?

This will depend 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 four to eight weeks. If your claim proceeds to a Final Hearing, your case is likely to take six to 12 months. This is just an estimate and we will be able to give you a more accurate timescale as the matter actually progresses.