



Pricing

Employment Tribunals

Our Employment Team advise and represent clients on a range of employment related matters including Employment Tribunals. Our fees for Employment Tribunal claims vary depending on the complexities of the case.

Our pricing for bringing and defending Employment Tribunal claims for unfair or wrongful dismissal is as follows:

Simple case: £9,000 (£7,500 plus £1,500 VAT) - £14,400 (£12,000 plus £2,400 VAT)

Medium complexity case: £14,400 (£12,000 plus £2,400 VAT) - £30,000 (£25,000 plus £5,000 VAT)

High complexity case: £30,000 (£25,000 plus £5,000 VAT) - £120,000 (£100,000 plus £20,000 VAT)

Factors that could make a case more complex:

- Defending claims that are brought by litigants in person.
- If it is necessary to make or defend applications to amend claims or to provide further information about an existing claim.
- Complex preliminary issues that need to be determined at a hearing before the final hearing such as whether the claimant is disabled (if this is not agreed by the parties).
- The number of witnesses and documents.
- Claims involving multiple allegations over a significant period of time.
- Collective claims and claims involving collective consultation prior to dismissal.
- Claims with allegations of automatic unfair dismissal such as whistleblowing, health and safety, pregnancy, transfers of businesses etc. which is likely to make the claim more complex.
- Allegations of discrimination which are linked to the dismissal
- Making or defending a costs application.
- Preparing and attending a remedies hearing (a hearing which covers compensation).

There will be an additional charge for attending a Tribunal Hearing of £1,800 (£1,500 plus £300 VAT) - £3,000 (£2,500 plus £500 VAT) per day. The cost will depend upon the experience of the lawyer attending the Tribunal Hearing. This will apply whether or not a barrister is engaged to do the advocacy. Generally, a hearing for a simple case should take 1-2 days, a medium complexity case 3-5 days and a high complexity case more than 5 days.

These estimates are based upon the following hourly rates:

Senior Partner / Consultant	£498 (£415 plus £83 VAT)
Partner	£498 (£415 plus £83 VAT)
Director	£444 (£370 plus £74 VAT)
Managing Associate	£408 (£340 plus £68 VAT)
Associate	£372 (£310 plus £62 VAT)
Solicitor 3 years + pqe	£336 (£280 plus £56 VAT)
Solicitor 2 to 3 years pqe	£312 (£260 plus £52 VAT)
Solicitor 1 to 2 years pqe	£294 (£245 plus £49 VAT)
Solicitor NQ	£276 (£230 plus £46 VAT)
Trainees	£174 (£145 plus £29 VAT)

Disbursements (Expenses)

Disbursements are costs related to your matter that are payable to third parties, such as, expert fees or barristers (counsels) fees. We handle the payment of the disbursements on your behalf to ensure a smoother process, provided you have put us in funds to do so. Disbursements have not been included in the above estimates.

Barrister's fees are estimated between £1,800 (£1,500 plus £300 VAT) to £3,000 (£2,500 plus £500 VAT) per day (depending on experience of the advocate) for attending a Tribunal Hearing (including preparation). If experts are required for example to provide evidence in support of your claim, their fees are estimated between £1,800 (£1,500 plus £300 VAT) to £3,600 (£3,000 plus £600 VAT) for the preparation of a report to be relied upon at the hearing. In the event that an expert is required to attend the hearing to give evidence, additional costs are usually between £1,200 (£1,000 plus £200 VAT) to £2,400 (£2,000 plus £400 VAT) per day.

What's included in the price:

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 may be revisited throughout the matter and subject to change if further information comes to light as the matter proceeds);
- Entering into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached;
- Preparing the claim or response.
- Reviewing and advising on the claim or response from other party.
- Exploring the possibility of a settlement and negotiating a settlement throughout the process.
- Preparing or considering a schedule of loss (a document setting out the amount that the claimant would like the tribunal to award to them).
- 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 the issues to be decided by the tribunal, a chronology and/or a cast list (a list of who is involved in the case).
- Instructing a barrister if required.

The stages set out above are an indication and if some of stages above are not required, the fee may be at the lower end of the estimate. 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.

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. We will be able to provide you a more accurate timescale once we have more information and as the matter progresses. Simple cases may settle in a matter of weeks but more complex cases could well take between 1-2 years to reach a resolution.

Who will provide the services?

Work will be undertaken by our employment specialists and details of their experience can be found [here](#). All work will be supervised by a dedicated Partner, Consultant or Director who will ensure that you are kept updated on the progress of your case.

Our team of specialist employment law solicitors have years of experience in dealing with employment disputes. Our solicitors have experience in all aspects of employment law and we dedicate ourselves to ensuring our knowledge stays up to date, in order to give you the best service possible. We always make sure that junior solicitors and members of staff are supported and supervised appropriately so that the quality of advice is not affected, regardless of who is working on your case.

We have a proven track record in achieving successful outcomes for our clients across the full range of employment tribunal disputes such as unfair dismissal, discrimination, unlawful deductions, breach of contract and whistleblowing.

For more information contact:



Harmajinder Hayre

Partner

0330 137 3165

0751 519 9903

harmajinder.hayre@wardhadaway.com