

## **Employment tribunals (unfair or wrongful dismissal)**

### **Employment tribunal: Range of costs**

Our pricing for commencing and defending claims for unfair or wrongful dismissal are as follows, they are based on an hourly rate, for details of our current hourly rates please click [here](#). All our charges are excluding VAT which will be added at the current prevailing rate which is currently 20% unless specifically stated otherwise.

- Simple claim: £900 – £1,350 plus VAT
- Medium complexity claim: £1350 – £6750 plus VAT
- High complexity claim: £6750 – £22,500 plus VAT

Factors that could make a claim more complex include:

- 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 litigants in person
- Making or defending a costs application
- Complex preliminary issues such as whether the claimant is disabled (if this is not agreed by the parties)
- 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 may be an additional charge for attending a Tribunal Hearing of £675 plus VAT per day. Generally, a hearing may last between 1-3 days depending on the complexity of your 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 estimated between £1000 to £2000 per day (depending on experience of the advocate) for attending a Tribunal Hearing (including preparation).

### **Key stages**

The fees set out above cover 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 for a final hearing, including instructions to Counsel

The stages set out above are an indication. 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 for your individual needs, and we would be happy to quote for this.

### **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. If a settlement is reached during pre-claim conciliation, your case is likely to take 1-7 weeks. If your claim proceeds to a Final Hearing, your case is likely to take 25-40 weeks. This is purely 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.

Employment Tribunal claims are dealt with by our dispute resolution team headed by [Neil Adams](#). [Neil Adams](#) is supervised by [Richard Griffiths](#).