

We are up-front and open about our fees from the outset of our relationship with you. We will provide you with as much **information on the potential likely costs** of using our services as we sensibly can. We keep you **regularly updated** on how our fees are building up and we are happy to agree to cap them and the amount of work we are doing for you, to help your finances

## Initial consultation: what you get - £150.00 inclusive of VAT for 30 minutes advice.

We have thought carefully about what our clients need from us. You are coming to us for specialist legal advice. You want us to give proper, detailed thought to your employment situation and provide you with clear and detailed advice. You also, of course, want excellent value-for-money and, above all, to know precisely what it will cost you.

This is why we offer an initial consultation at a fixed price, as your first engagement with our firm.

You will receive:

- A consultation meeting (or phone call if you prefer) with one of our specialist employment solicitors.
- A senior, highly experienced solicitor who has specialised in employment law for over 20 years.
- Some time for your solicitor to read any documents you may wish to send us before the consultation.

Our aim is always that by the end of the consultation you will understand your employment law rights and the options open to you in your particular situation, having discussed it with one of our specialist employment lawyers.

(After the 30 minutes advice, we can of course continue to help you – we will then charge you on a time-based approach

## Settlement Agreements:

These costs vary, usually the cost will be £420 including VAT. This is the average cost which most Employers will pay meaning that in most cases you do not have to pay us anything.

If the matter is complex we will give you an estimate of the costs but in our experience these very rarely exceed £600 including VAT. Even then in those instances your Employer may pay an increased contribution.

## Employment Tribunal claims

For an outline of the potential costs of an Employment Tribunal claim for unfair dismissal, constructive dismissal, wrongful dismissal or any other type of Tribunal claim, such as discrimination, please contact us.

### Claimant cases

Our standard approach to pricing is to use an hourly fee rate. For some cases we may be able to offer fixed-price options as well – we can tell you more about this when we have reviewed your claim.

For 2020 our hourly fee rates for claimants are £250.00 + VAT per hour to cover all our work in handling a Tribunal case for you. The total cost of any claim will depend on a range of factors, particularly how long it takes us and how complex the work is. For this reason we can only provide you with average costs.

Our average range of prices for a claimant who is bringing a claim for unfair dismissal, constructive dismissal or wrongful dismissal (without any additional claims, such as discrimination), where the case goes all the way to a main hearing (trial), is as follows:

- Simple case: £4,000 to £10,000 + VAT
- Medium complexity case: £10,000 to £20,000 + VAT
- High complexity case: £20,000 to £50,000 + VAT

In addition to these costs, if the case gets as far as the main hearing you will also need to pay fees for a Solicitor or Barrister to represent you in the hearing. Costs range from £1,750 to £2,350 + VAT per full day (depending on seniority and qualifications of the advocate and amount of daily preparation work required before and after each day in the Tribunal). If a Barrister is representing you, you may also need to meet with them before the hearing to help them prepare for it (a Case Conference) which has an average range of cost of £600 to £2,000 + VAT, depending on how long the conference takes and how much additional work the Barrister needs to do in preparation for it.

### Factors affecting level of total cost

Every case is different, in terms of factual and legal complexity and also the amount of work required by us. The information we have given here can only be a broad view of the relevant cost.

Factors that could make a case more complex for both claimants and respondents include (amongst other things):

- If it is necessary to make or defend applications to amend claims or to provide further information about an existing claim
- Where one or more Preliminary Hearings are required

- Defending a claim that are brought by an unrepresented claimant
- Making or defending a costs application
- Complex preliminary issues, such as whether the claimant is disabled or if there is an issue about status, i.e. whether they were an employee or worker of the employer (if this is not agreed by the parties)
- The number of witnesses involved and the volume and complexity of the documents involved
- The amount of correspondence between the two sides in the case
- Where documents need to be redacted, for example, because of legal privilege
- If it is an 'automatic unfair dismissal' claim
- If there are allegations of discrimination which are linked to the dismissal
- The number of days that the main hearing lasts

## **Disbursements & Expenses**

Disbursements are costs relating to your case that we need to pay to third parties outside our firm on your behalf. The only disbursements that we would expect in a case of unfair dismissal, constructive dismissal or wrongful dismissal would be the cost of a barrister (discussed above). Very rarely, another type of expert might be required and we would discuss their cost with you at the time. We will discuss any such disbursements with you at the relevant time.

Expenses are costs related to your case that we may need to charge you in addition to the other items stated above. The only expenses that we would expect a case of unfair dismissal, constructive dismissal or wrongful dismissal would potentially require would be (1) the cost of travel (and any overnight accommodation if reasonably required) by one of our team or your barrister, usually to and from the Employment Tribunal; and (2) the cost of duplicating large numbers of documents and their copies for disclosure and use at the hearings. We will discuss any such expenses with you at the relevant time.