

Tribunal Claim Pricing

Our fees for bringing and defending claims for unfair and wrongful dismissal are based on three bands, which we will discuss with you.

Items we will consider are:

- The claim form outlining the case and nature of the dispute
- The response form when a claim has been made against you
- Documentation received setting out the factual and legal basis of the claim
- Orders made by the Court
- Applications
- Hearings

Indicative Fees

Item	Price (£)	VAT (£)	Subtotal (£)
Simple case defined as a one-day hearing with witnesses limited to the Claimant, investigator and decision makers.	15,000 to 18,000	3,000 to 3,600	18,000 to 21,600
Medium complex case defined as a two- or three-day hearing dealing with two issues such as unfair dismissal and unlawful deduction of wages.	20,000 to 25,000	4,000 to 5,000	24,000 to 30,000
High complex case defined as a multi-day hearing with multiple issues such as unfair dismissal, discrimination and unlawful deduction of wages. Multiple witnesses required	26,000 to 30,000	5,200 to 6,000	31,200 to 36,000

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 at £5,000 brief fee (i.e. preparation and first day of the hearing) and between £1,500 to £2,000 per day refresher fee (i.e. subsequent days of the hearing. Counsel's fees will be dependent on experience of the barrister.

Exclusions and factors which may make a case more complex

In the event that the issues become more complex we will discuss any additional fees, these may 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 has employment status or is disabled (if this is not agreed by the parties)
- The number of witnesses and size of bundle (i.e. number of documents involved).
- If it is an automatic unfair dismissal claim e.g. where an employee is dismissed after blowing the whistle on their employer
- Allegations of discrimination which are linked to the dismissal

Time scales

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 early conciliation, your case may take in the region 8 - 12 weeks. If your claim proceeds to a final hearing, your case may take in the region of 36 weeks or more. This is just an estimate and timescales will be dependent on a particular tribunal's availability. We will of course be able to give you a more accurate timescale once we have more information and as the matter progresses.

Key milestones

There are key milestones, which may vary according to individual circumstances. They may be as follows:

- making 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 and attendance at Final Hearing, including instructions to Counsel.