

Employment Tribunal - Pricing Information

This document sets out the pricing guidance for employment matters where:

- a business wishes to defend a claim for unfair or wrongful dismissal in the Employment Tribunal; or
- an individual wishes to bring a claim for unfair or wrongful dismissal in the Employment Tribunal.

The Firm advises on a broad range of employment issues, including unfair and wrongful dismissal claims in the Employment Tribunal. This document provides the information required by the SRA Transparency Rules in relation to unfair and wrongful dismissal claims in the Employment Tribunal only and assumes that the claim does not include any additional elements such as discrimination and whistleblowing.

Our fees are based on hourly rates. However, we also operate a number of alternative charging structures for some clients, including capped and fixed rates and menu pricing. The Firm also offers preferential rates for larger clients who are able to offer volume work which would allow us to deliver efficiency savings based on economies of scale.

Illustrative range of fees

The illustrations below are based on our hourly rates.

	Illustrative example	Estimate £ plus VAT
Standard	Advising and representing an employer or employee in a straightforward employment tribunal claim involving one day in a final hearing	8,000 - 15,000
Complex	Advising and representing an employer or employee in a complex employment tribunal claim involving no more than three days in a final hearing	15,000 - 25,000
Very complex	Advising and representing an employer or employee in relation to a very complex employment tribunal claim involving no more than ten days in a final hearing. Any additional days will incur further costs	25,000 - 50,000

The above fee illustrations exclude the following, which arise in some cases:

- preparing for (and attending) Preliminary Hearings
- making or opposing applications for Orders from the Tribunal
- complying with Tribunal Orders, other than standard directions for disclosure of documents, preparation of bundles and exchange of witness statements
- instructing Counsel or expert witnesses
- preparing for and attending a separate Remedy Hearing
- making or opposing any appeal

They are also illustrative estimates only. The total cost of the service is dependent on a number of variables including:

- the complexity and value of the case
- the number of Claimants involved and whether they are legally represented
- the number of Respondents involved and whether they are legally represented
- whether the case is withdrawn or settles early on or is contested all the way to a final hearing
- the volume of relevant documents
- the number of witnesses

The actual cost of the service could be less than the fee illustrations above if, for example, the case settled early and the matter did not proceed to disclosure, witness statements or hearing. The actual cost of the service could also be significantly higher, depending on the facts of the case. We therefore provide at the start of each matter a cost estimate and keep you updated on costs. If the scope of work changes at all and means additional work/cost, we inform you of this and provide a revised cost estimate.

Key Stages

The fee illustrations set out above cover work in relation to the following key stages of a claim:

- **Stage 1:** Taking initial instructions, reviewing the papers and advising 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 and preparing and filing a claim or response, as appropriate
- **Stage 2:** Considering and advising on a schedule of loss, collating and considering relevant documents, exchanging documents with the other party and agreeing a bundle of documents
- **Stage 3:** Taking witness statements, drafting statements and agreeing their content with witnesses, reviewing and advising on the other party's witness statements, preparing a bundle of documents for the hearing and agreeing a list of issues, a chronology and/or cast list
- **Stage 4:** Preparation for and attendance at the Final Hearing and advising on outcome Throughout each stage, exploring and negotiating any settlement.

Disbursements

Disbursements are costs related to each matter that are payable to third parties. Disbursements will vary from matter to matter and may include travel costs, hotel costs and photocopying charges. Travels costs are usually by rail (standard class open returns). Photocopying charges are 15p per page.

In some cases, we may instruct Counsel to conduct the advocacy instead of a solicitor. The amount charged by Counsel varies according to seniority and would be agreed with you before any costs were incurred.

Hourly Rates

Our hourly rates vary between practice groups and are also dependent on who is involved on the matter. The range of our hourly rates (exclusive of VAT) is as follows:

- Partners £360 to £475
- Legal Directors £340 to £385
- Associates £250 to £350
- Paralegals £150

Hourly rates are just one component of our alternative fee arrangements. We operate a number of alternative charging structures for some clients, including capped and fixed rates and menu pricing. We also offer preferential rates for larger clients who are able to offer volume work which would allow us to deliver efficiency savings based on economies of scale.

We recommend that you contact us to discuss an estimate specific to you and your requirements.

How long will the matter take?

The time that it takes from taking initial instructions to the final resolution of a matter depends largely on the stage at which the case is resolved. On average, if the claim proceeds to a final hearing it could take between 9-18 months or more.

We can give more accurate timescales when we have more information as the matter progresses.

Legal expenses Insurance

Some individuals will have legal expenses insurance policies which cover the costs of bringing a claim in the Employment Tribunal in certain circumstances. Usually the insurer will want advice on the merits of the claim before confirming cover. Prior to instructing a solicitor you should check whether or not you have such a policy. Often cover can be linked to other policies such as household contents insurance for example. Where cover is available the insurer usually identifies the law firm or a panel of law firms from which you can choose.

Experience and qualifications of those carrying out the work

The experience and qualifications of those carrying out the work on any particular case will depend on matters such as the complexity and value of the case and whether any special knowledge is required. Such matters are discussed on a case-by-case basis and we will provide you with the names of individual lawyers acting on your matter, including the partner with overall responsibility.

For a more accurate quote or to discuss instructing us please contact:



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