

Costs information for Employment Tribunal claims for unfair dismissal and wrongful dismissal

The information below does not represent a quote or a fee estimate, which we can provide on request.

We are required for regulatory reasons to give you an indication of the potential range of our costs for conducting or defending a claim of unfair dismissal and/or wrongful dismissal in the Employment Tribunal.

You should check any insurance policy you have and also be aware that you are unlikely to recover any costs incurred from your opponent.

We do not work on a conditional fee basis or use a damages based agreement and do not offer a free interview or initial consultation.

We charge for our advice on a time spent basis using hourly rates which range from £265 to £400. Any figures mentioned are plus VAT at 20%.

The skills and experience of our solicitors who conduct this work can be viewed here:

<http://www.parkerandcosolicitors.com/our-people/index.php>

Key factors which influence costs

The factor which normally has the greatest impact on overall costs is the point at which a claim is resolved. For example, if a negotiated settlement is reached quickly, as is often the case, costs will be much lower than a claim which requires a full hearing.

In addition, the following factors can make a case more complex, which in turn increases costs:

- Applications to amend claims
- Providing further information about an existing claim
- Your opponent is not legally represented
- Legal issues requiring a preliminary hearing(s)
- Expert evidence is required
- Amount and nature of loss claimed
- Approach taken by your opponent
- Quantity of documentation
- Number of witnesses
- Hearing duration
- Automatic unfair dismissal is alleged
- Other legal claims are involved or a counterclaim is lodged
- A costs application

Key stages

The key stages of most claims are:

- Taking initial instructions
- Reviewing documents
- Advice on merits and likely compensation
- Pre-claim conciliation
- Preparing the claim or response
- Reviewing and advising on the claim or response from your opponent
- Settlement negotiations
- Preparing or considering a schedule of loss
- Preparing for and attending any preliminary hearings
- Exchanging documents with your opponent
- Reviewing your opponent's disclosed documents
- Filing any applications with the Employment Tribunal
- Agreeing a bundle of documents for the hearing
- Preparing witness statements
- Reviewing your opponent's witness statements
- Agreeing a list of issues, a chronology and/or cast list
- Corresponding with you, your opponent and the Employment Tribunal
- Instructing a barrister and corresponding with them
- Preparation and attendance at Employment Tribunal hearing

This is not an exhaustive list and other tasks may be required. You may also undertake some of these tasks yourself, which would normally reduce our costs. This is an option we are happy to discuss with you.

An indication of potential fees

Below we have set out an indication of the costs for some of the main stages of a claim:

Preparation of claim or defence	£1,500	-	£4,000
Considering opponent's claim or defence	£500	-	£1,000
Preparing lists of documents	£1,000	-	£7,000
Reviewing your opponent's documents	£1,000	-	£7,000
Preparing witness statement(s)	£1,500	-	£10,000
Considering your opponent's witness statement(s)	£500	-	£3,000
Preparation of bundle(s) for hearing	£1,000	-	£3,000
Drafting a schedule of loss	£500	-	£1,000
Instructing a barrister	£500	-	£1,000
Attending meeting with a barrister to discuss case	£1,500	-	£3,000
Our attendance at Employment Tribunal hearing per day	£750	-	£1,500

There will be further work undertaken for which it is not possible to indicate likely fees in advance of being instructed, such as corresponding with you, your opponent and the Employment Tribunal. This work is charged to you on a time spent basis using the hourly rates set out above.

Additional costs

We will usually instruct a barrister (a specialist advocate) to represent you at the Employment Tribunal hearing. Barrister's fees are additional to our charges and are linked to their experience, the complexity of the case, the hearing duration and their level of involvement before the hearing. We will normally suggest several choices, set out the costs and then discuss with you.

You may also be charged extra for expenses such as bulk photocopying, courier fees and travel costs and any VAT which is applicable. These costs will be listed separately on your invoice.

Timescales

The time taken from your initial instructions to the final resolution of the claim depends on a number of factors. Some of these, such as the availability of witnesses and hearing dates, are outside of our control.

As an indication, from filing a claim to an Employment Tribunal judgement can take between 6-12 months and in some cases longer than this. However, many cases are resolved by a settlement quicker than this.

We will give you a more accurate timescale if we are instructed and then as the claim progresses.