



Pricing Guide for

EMPLOYMENT LAW FEES

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Advice on Employment Situations

We charge an initial fixed fee of a minimum of **£150.00** plus VAT of **£30.00** (total cost **£180.00**) for an hour's appointment with a solicitor where you will receive legal advice and a further estimate of costs involved.

Settlement Agreements

If your employer has asked you to seek independent legal advice (and they will usually pay the fee), our fees usually range between **£300.00** to **£750.00** plus VAT of **£60.00** to **£150.00** (a total of **£360.00** to **£900.00**). The price will depend on the complexity of the advice required, the complexity of the Agreement being advised upon and the extent to which negotiations may be required.

Cases through to Final Hearing

Our estimated pricing for bringing or defending claims for unfair or wrongful dismissal, through to a final hearing (please note that if we reach a settlement during the process, the cost may be less):

- For a **simple case** (with an estimated settlement/damages/compensation value of £5,000.00-£15,000.00):

Our estimated fees would be **£3,000.00** to **£8,000.00** plus VAT of **£600.00** to **£1,600.00** (a total of **£3,600.00** to **£9,600.00**).

- For a **medium complexity case** (with an estimated settlement/damages/compensation value of £15,001.00 - £35,000.00):

Our estimated fees would be **£8,000.00** to **£15,000.00** plus VAT of **£1,600.00** to **£3,000.00** (a total of **£9,600.00** to **£18,000.00**).

- For a **high complexity case** (with an estimated settlement/damages/compensation value of £35,000.00 or higher)

Our estimated fees would be **£15,000.00 to £35,000.00** plus VAT of **£3,000.00 to £7,000.00** (a total of **£18,000.00 to £42,000.00**).

We charge based on an hourly rate which varies depending on the member of staff dealing with your matter. Our lowest hourly rate is **£165** plus VAT of **£33** (total **£198**) and our highest hourly rate is **£300** plus VAT of **£60** (total **£360**). The seniority of the members of staff dealing with your case will depend on its complexity. We will discuss this with you when you instruct us.

Factors that could make a case more complex:

- 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.

Tribunal Hearings

There will be an additional charge for attending a Tribunal Hearing of **£1,500.00** plus VAT of **£300.00** per day (total of **£1,800.00** per day).

Generally, we would allow 1-5 days for a tribunal hearing depending on the complexity of your case.

Disbursements

Disbursements are costs related to your matter that are payable to third parties, such as court fees, Barristers'/Counsels' fees, etc.

We handle the payment of the disbursements on your behalf to ensure a smoother process.

Counsel's fees for attending a Tribunal Hearing (including preparation) are estimated between **£1,500.00 to £3,000.00** plus VAT of **£300.00 to £600.00** per day (a total of **£1,800.00 to £3,600.00** per day).

The actual cost for Counsel's fees will depend on a number of factors including the experience of the advocate, the complexity of the case, the amount of documents and evidence to prepare, etc.

Key stages

The fees set out above are expected to cover all of the work in relation to the following key stages of a claim:

- Taking your initial instructions, reviewing the papers and advising you on the merits of your case 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 the 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 the 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.

The stages set out above are intended as an indication of the likely required work. If some of stages above are not required, the fee will be reduced. 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 based on your individual needs.

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 6-12 weeks.

If your claim proceeds to a Final Hearing, your case is likely to take 8-18 months. This is just 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.

VAT:

Please note that where it is stated that VAT is applicable to a fee or disbursement, it will be charged at the relevant rate set by Law, which is (at the time of publication) 20%

If no VAT is shown, the Fee or Disbursement does not attract a VAT charge.

Employment Team and Experience:

NAME	POSITION	QUALIFICATION	EXPERIENCE
David Russell Hook	Managing Partner	Solicitor Admitted 16.11.2009	14+ years of Employment experience