

Employment tribunals

For business and individuals

Level	Simple wrongful dismissal	Simple unfair dismissal	Medium to complex unfair dismissal	Highly complex unfair dismissal
Price	£3,000 to £5,000 plus VAT	£7,000 to £9,000 plus VAT	£12,000 to £18,000 plus VAT	£20,000 to £30,000 plus VAT

These figures are based on a blended rate of a partner (up to £295 per hour) and a paralegal (up to £180 per hour).

There will be an additional charge for attending a Tribunal Hearing of £1,500 per day (excluding VAT) which will include preparation costs. Generally, we would allow 1-5 days depending on the complexity of your case.

Damages Based Agreements - sometimes referred to as “No win no fee” agreements

On certain occasions we may be able to offer you a damages based agreements (DBA). It can take us up to 2 weeks to screen cases if there are a large number of documents, before we can confirm that they are accepted for such funding.

Usually we charge £250 plus VAT to do this screen and that involves meeting you or having a skype call to discuss the case, assessing prospects of success and likely compensation.

In some circumstances, where it appears from taking initial details that the case has very strong prospects of success and you are in a position where you are simply unable to fund the initial screening fee, we will do that assessment at no cost to you.

The level of our fee taken from your compensation if you are successful under a DBA is 35% including VAT. In addition you are responsible for payments we make on your behalf to others involved in the case (disbursements):

- Any medical evidence (not usually required in an unfair or wrongful dismissal claim);
- Copies of you medical records/notes (sometimes helpful to show what has happened and the impact on you);
- Counsel's fees for the cost of a barrister to represent you at any Tribunal Hearing. In some circumstances we will represent you at those hearings, but this depends on the complexity and length of the hearing.

Factors that could make a case more complex:

- If it is alleged that the person making the claim is not an employee or worker
- 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 or trade unions
- Making or defending a costs application
- Complex preliminary issues or if the claim is out of time
- The number of parties to the claim
- The number of witnesses and documents
- Multiple grievances being brought
- Allegations which are linked to the dismissal or facts of the claim
- If a new point of law is being explored rather than an established one
- The extent of contact from you our client
- Whether an agreed list of issues or chronology is required
- Whether any specialist expert evidence is needed
- If the case is not completed in one Employment Tribunal hearing and a second Hearing is needed
- Transfer of undertakings related dismissals and insolvency cases

Expenses

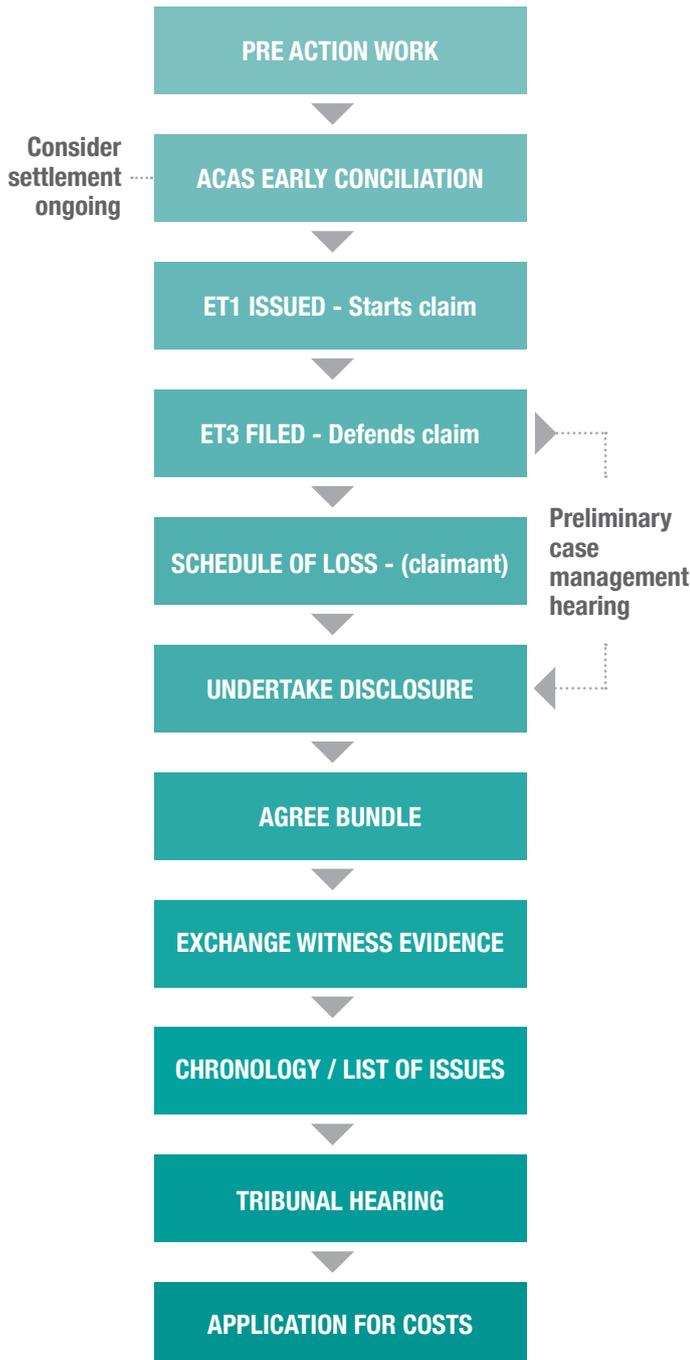
Expenses (sometimes referred to as disbursements) are costs related to your matter that are payable to third parties, such as court fees. We handle the payment of the expenses on your behalf to ensure a smoother process.

Counsel's fees estimated between £2,000 to £3,000 plus VAT per day (depending on experience of the advocate) for attending a Tribunal Hearing (including preparation).

Timescales

How long the claim takes depends on how quickly the Employment Tribunal schedules the Tribunal Hearing. For simpler cases, with shorter final hearings, this is often around 4-6 months. For more complex cases that may need more days for the final Hearing (or if there are preliminary issues to be decided) this can be 12-18 months. With the onset of the Covid-19 pandemic, there are currently additional delays of several months.

Flowchart: stages of Employment tribunal



How to keep your costs down

- Speak to our team early so we can guide you on process and avoid pitfalls
- Attend or convene internal meetings (for example grievance and disciplinary) yourself
- Type out notes from any meetings you attend as soon as possible afterwards
- Get copies of all the relevant documents as early as you can – do a data subject access request if necessary to do so.
- Collate all those documents in a file in date order, starting with the oldest document first)
- Write out in as much detail as possible your own account of events, focusing on the facts. For example: what happened on what date, who was there and what was said/done. Write this again in chronological order as far as possible starting with the oldest events first
- Contact any persons who you believe might be useful witnesses on the claim and get their agreement to help with the claim
- Calculate the sums of money you believe is owing from your own records – so we can then check this
- Keep your contact with us to only what is necessary and where possible ask questions in a weekly email rather than piecemeal. This is more efficient for us to deal with
- Respond to our requests for information or documents quickly and thoroughly
- Have one person only for us to deal with and take instructions from. This may be you if it is your claim or if you are an organisation, the person nominated by the business with authority to deal with this matter

An example:

Simple unfair dismissal brought by an individual

Completed within 10 months
Cost £7,000 plus VAT

Business defending a simple wrongful dismissal

Completed within 3 months
Cost £2,750 plus VAT