

# Employment tribunals

## For business and individuals

\* Please note that any reference to VAT is at the current rate of 20% unless otherwise stated.

Level	Simple wrongful dismissal	Simple unfair dismissal	Medium to complex unfair dismissal	Highly complex unfair dismissal
Price	£5,000 to £8,000 plus VAT	£9,000 to £12,000 plus VAT	£15,000 to £20,000 plus VAT	£25,000 to £40,000 plus VAT

Figures above are based on a blended rate of a partner and paralegal. Please see the rates of our legal advisors below:

<b>Partner</b>	<b>£340-£360+VAT</b>
<b>Senior Associate</b>	<b>£285-£295+VAT</b>
<b>Associate</b>	<b>£245-£265+VAT</b>
<b>Solicitor</b>	<b>£205-£220+VAT</b>
<b>Trainee Solicitor</b>	<b>£190-£210+VAT</b>
<b>Paralegal</b>	<b>£175-£220+VAT</b>

For more information regarding the work our legal advisors do, please click [here](#).

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

In exceptional circumstances, 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.

Prices start from £500 plus VAT, plus the fee for anti-money laundering identification checks, which involves meeting you or having a Teams or telephone call to discuss the case, assessing prospects of success and likely compensation.

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

- Any medical evidence (not usually required in an unfair or wrongful dismissal claim);
- Copies of your 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
- Making or defending a costs application
- Complex preliminary issues or if the claim is out of time
- The number of parties to the claim
- Multiple grievances being brought
- If a new point of law is being explored rather than an established one
- 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

## Additional costs

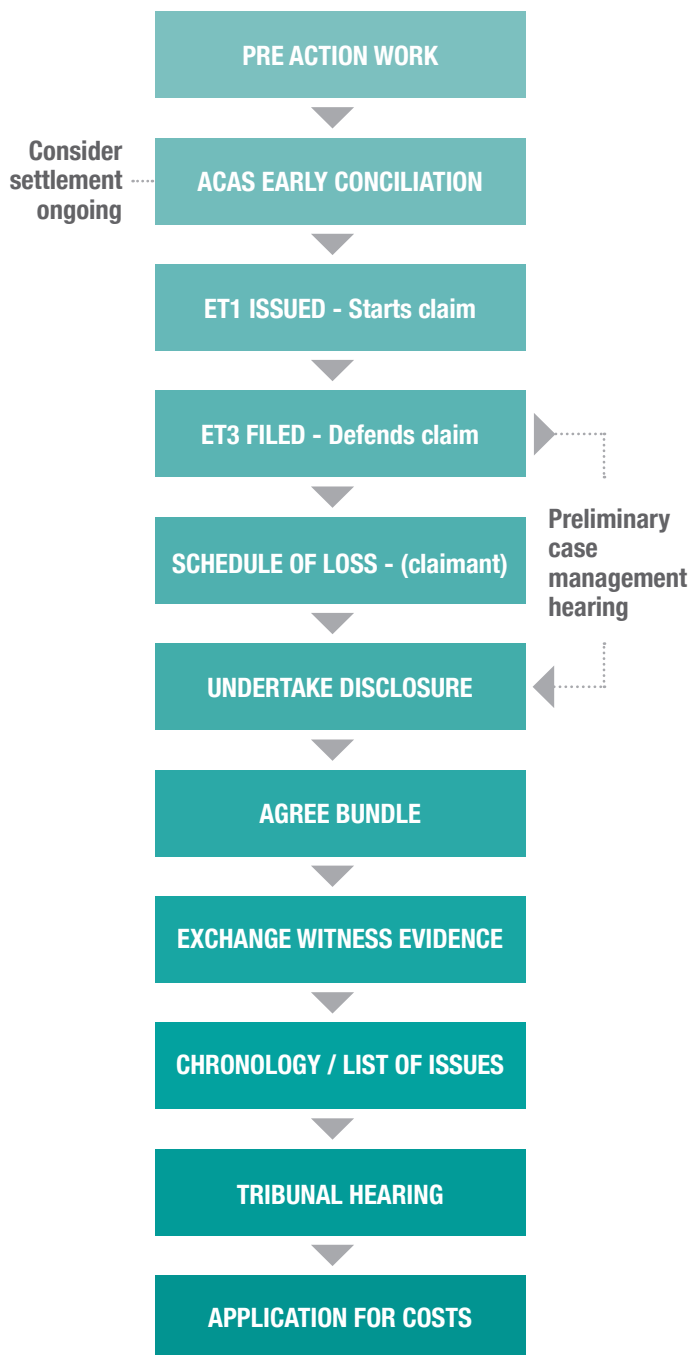
Additional costs (sometimes referred to as disbursements) are costs related to your matter that are payable to third parties, such as Counsel's fees. We handle the payment of these costs on your behalf to ensure a smoother process.

Counsel's fees are estimated between £2,000 and £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 how quickly the Employment Tribunal schedules the full merits hearing. For simpler cases, with shorter final hearings, this is often around 6-12 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 present workload of the tribunal system (including the impact of the Covid-19 pandemic), there are currently additional delays in progressing claims.

## 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
- 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