



EMPLOYMENT TRIBUNAL COSTS

The vast majority of employment related disputes are resolved by us at an early stage by a written agreement between employer and employee, without the need for a Claim to be issued or defended in the Employment Tribunal or Court.

In the event that the Claim does proceed to the Court or Employment Tribunal, the following is a range of our costs for pursuing the Claim. Where your case falls within the range will depend on its *complexity*.

The basis of our charge is the time we spend working on your matter. We charge an hourly rate of £200 to £400 plus VAT and disbursements, depending on the experience of the fee earner completing the work. The more experienced the fee earner, the higher their hourly rate will be. In turn, the more complex the case the work relates to, the longer the work will take and thus the higher the charge will be.

In many cases, we are happy to represent you at Court or in the Employment Tribunal, so you do not need to go to the expense of instructing Counsel.

The following ranges of costs are displayed exclusive of VAT, but will be charged in addition to VAT and disbursements.

Unfair Dismissal

Our pricing for bringing and defending Unfair Dismissal Claims is as follows:

- *Straightforward cases*: £2,500 - £5,000 (excluding VAT)
- *Medium complexity cases*: £5,000 - £10,000 (excluding VAT)
- *High complexity cases*: £10,000 - £25,000 (excluding VAT)

Wrongful Dismissal

Our pricing for bringing and defending Wrongful Dismissal Claims is as follows:

- *Straightforward cases*: £1,750 - £3,000 (excluding VAT)
- *Medium complexity cases*: £3,000 - £7,500 (excluding VAT)
- *High complexity cases*: £7,500 - £20,000 (excluding VAT)

In Wrongful Dismissal and Unfair Dismissal cases, factors that could make a case more complex include:

- it being necessary to make or defend Applications to amend Claims or to provide further information about an existing Claim,
- defending Claims brought by people who are not legally represented (litigants in person),

- making or defending a costs Application,
- complex preliminary issues, such as whether the claimant is disabled (where this is not agreed by the parties),
- the number of witnesses and documents,
- the Claim involving Automatic Unfair Dismissal (for example, where you blow the whistle on your employer), and
- where allegations of discrimination are linked to the dismissal.

Key Stages

The fees set out above cover the work relating to the following key stages of a Claim:

- taking your initial instructions, reviewing the papers and advising you 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,
- preparing a Claim or Response,
- reviewing and advising on the other party's Claim or Response,
- exploring and negotiating settlement throughout the process,
- preparing or considering a schedule of loss,
- preparing for a Preliminary Hearing, including (where appropriate) instructions to Counsel,
- exchanging documents with the other party and agreeing a bundle of documents,
- taking witness statements, drafting statements and agreeing their content with witnesses,
- preparing a bundle of documents,
- reviewing and advising on the other party's witness statements,
- agreeing a list of issues, a chronology, and/or a cast list, and
- preparation for a Final Hearing, including (where appropriate) instructions to Counsel.

The stages set out above are an indication of those which may be required in your case. If some of the stages above are not required, the fee will be reduced to reflect this.

You may wish to handle the Claim yourself and only have our advice in relation to some of the stages. We are happy to tailor such a service according to your individual needs.

Tribunal Hearing

There will be an additional charge for attending a Tribunal Hearing of £500 - £2,000 per day (excluding VAT). Hearings can last from 1 to 5 days, and sometimes longer, depending on the nature of the Hearing and the complexity of your case.

Disbursements

The costs stated above are exclusive of disbursements. *Disbursements* are costs related to your matter that are payable to third parties, such as Court fees. We handle the payment of the disbursements on your behalf to ensure a smoother process.

Should Counsel be instructed to attend a Tribunal or Court Hearing, Counsel's fees are, on average, estimated to be £1,375 plus VAT per day (depending on the experience of the advocate). These estimates include Counsel's preparation time.

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 4-8 weeks.

If your Claim proceeds to a Final Hearing, your case is likely to take a year or more, due to the Employment Tribunal's large backlog of cases.

This is just an estimate. We will of course be able to give you a more accurate timescale once we have more information about your case and as the matter progresses.

MEET OUR EMPLOYMENT TEAM

Our Employment Law Team has over 75 years of collective experience in delivering high quality work and advice on a range of Employment law issues.

We presently have 3 members of our team who may work on your matter. Stanley Harris OBE is a Partner and specialises in non-contentious Employment law matters. Ashley Lacombe-Shaw is a Partner whose expertise lies in contentious Employment law issues. Sophie is a Solicitor who practises in both contentious and non-contentious Employment law matters, under the supervision of Stanley or Ashley as appropriate.

Stanley Harris OBE – Partner

Stan is the Head of our non-contentious Employment Law Team. Having qualified as a Solicitor in 1977, he has over 40 years' experience in Employment related issues. With expertise in acting for both Employers and Employees, Stan has dealt with hundreds of Employment matters, covering a wide range of complex issues.

A particular strength is Stan's interest in people and his willingness to find effective solutions rather than legal obstacles. Optimistic and positive, Stan has that rare blend of professionalism and first class communication skills.

Ashley Lacombe-Shaw – Partner

Ashley heads up our contentious Employment Law Team. Having qualified as a Solicitor in 1980, he has over 30 years' experience in dealing with Employment Claims for both Claimants and Respondents. Ashley has helped resolve thousands of Employment law cases.

Clients appreciate Ashley's personable nature and fierce negotiation skills. His clients find him refreshingly no nonsense, easy to deal with, and incisive at finding and solving the root of the problem.

Sophie Georgiou – Associate Solicitor

Sophie qualified as a Solicitor in early 2018, following the completion of her Training Contract with Lyndales. Before this, she worked as a Paralegal for the firm, starting in 2015. Sophie read Law at the University of Cambridge, and went on to complete her LPC at the University of Law.

Sophie gained experience in Employment law matters during her time as a Paralegal, and built on this as a Trainee. Sophie has worked on dozens of Employment matters and now specialises in Employment law and Dispute Resolution.

Clients appreciate Sophie's excellent communication skills. Combining both intellect and pragmatism, Sophie will help resolve your matter as efficiently and desirably as possible.