

Employment Tribunal Pricing Information



This document provides the information required by the Solicitors Regulation Authority (SRA) Transparency Rules where a business wishes to defend a claim for unfair or wrongful dismissal in the Employment Tribunal only. We advise on a broad range of employment issues. For details of our broader service, please visit the [Labour & Employment Practice page](#) on our website.

Our Pricing for Defending Claims for Unfair or Wrongful Dismissal

Standard case: £12,000 and £150,000

This range excludes VAT (currently at 20%) nor does it include disbursements (please see below for further information).

Basis for Our Charges

The above range is based on hourly rates of between £115 and £615. The relevant hourly rate will depend on a number of variables, including the complexity of your matter, the seniority and geographical location of the lawyers working on your matter. We look to develop longstanding and meaningful relationships with our clients and may offer alternative pricing solutions beyond the range quoted in return for greater commitment and regular workflow.

Factors that could make a case more complex include (but are not limited to):

- If it is necessary to defend an application to amend the 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 an employee for unfair dismissal purposes (if this is not agreed by the parties)
- The number of witnesses and documents
- If it is an automatic unfair dismissal claim, e.g. under Transfer of Undertakings (Protection of Employment) regulations (TUPE) or if the employee was allegedly dismissed for “blowing the whistle”
- The requirement to make or respond to requests for further particulars, additional information or specific disclosure
- Any requirement for more than one preliminary (case management) hearing
- The unfair dismissal claim has a wider financial impact, e.g. good leaver/bad leaver impacting an employee’s shareholding, bonus or other incentive

Contact us for a full case-specific estimate. However, it should be obvious from the factors above that a claim can become more complex to contest than appears at first sight as the nature and conduct of it become clearer.

The range of costs included here assume that the claimant has not brought any additional claims against the company, e.g. discrimination claims. Additional costs will be involved if the claimant has brought other claims in addition to unfair/wrongful dismissal, including:

- Discrimination
- Detriment
- Employment status, under TUPE or in respect of fixed term or part-time employment
- The existence of any parallel proceedings or process, e.g. a data subject access request or complaint to any regulator or enforcement agency

There will be an additional charge for attending a Tribunal Hearing on your behalf. This will vary depending on location and the seniority of the person attending, but we will fully discuss with you such additional charges and options available.



Our Team

Upon formal instruction, we will confirm in writing the name and status of the individual(s) dealing with the matter and the person responsible for overall supervision.

Detailed information relating to the experience and qualifications of our Labour & Employment team is available on our professionals page. Just select the "Additional Search Options" button, followed by the "All Offices" drop down box and select the relevant UK office.

Disbursements

Disbursements are costs related to your matter that are payable to third parties, such as court fees, or expenses that we incur in conducting the defence, e.g. copying, travelling, subsistence, courier charges, etc. We handle the payment of the disbursements on your behalf to ensure a smoother process.

We may instruct counsel to attend tribunal hearings (including preparation) on your behalf and fees may vary (depending on the experience of the advocate). We have preferential rates with leading sets of chambers and will consult with you about choice and costs of counsel as your claim unfolds. Generally, we would allow 1-4 days depending on the complexity of your case, and a typical cost would be around £1,000 per day plus VAT.

Key Stages

The fees set out above cover work in relation 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
- Reviewing and advising on the claim
- Preparing the response form
- Exploring settlement and negotiating settlement (one hour in total, i.e. excluding any mediation process)
- Considering a schedule of loss
- Preparing for (and attending) a preliminary hearing (including a two-hour case management hearing in the local tribunal, where applicable)
- 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 potential witnesses
- Preparation and attendance at final hearing, including brief to counsel

The stages set out above are an indication only. If some of the stages above are not required, the fee may be reduced.

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 1-6 weeks. If your claim proceeds to a final hearing, your case is likely to take 8-24 months. Delays vary between tribunals and depend on matters substantially outside our control, e.g. the conduct of the claimant and whether other claims settle at convenient points. This is therefore 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.

Contact

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