

Employment Tribunal Claims - Fees

At Bird & Lovibond we have a reputation for our down to earth and pragmatic approach. We have always been transparent about our fees and always ensure that you know, from your first meeting with a lawyer, what our advice will cost. As your matter progresses with us we also keep you updated should our original estimate of the cost change.

Across the whole profession there has been a push towards greater price transparency for clients and this has led our regulator, the SRA to issue 'Transparency Rules' which require all firms that they regulate to publish information about their prices.

The following information is provided to you to comply with this regulation. It does not replace the personal quote that you will receive before you instruct us to act for you. Please note that we are registered for VAT and this will be charged on our fees¹.

Our pricing for bringing and defending claims for unfair or wrongful dismissal:

Simple case: £3,000-£5,000 + VAT

Medium complexity case: £5,000-£10,000 + VAT

High complexity case: £10,000-£25,000 + VAT

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

¹ VAT is charged at the current standard rate of 20%.

- 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

There will be an additional charge for attending a Tribunal Hearing of £1,000 per day + VAT. Generally, we would allow 1-5 days 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. We handle the payment of the disbursements on your behalf to ensure a smoother process.

Counsel's fees are estimated between £1,000 to £3,000 per day (depending on experience of the barrister) for attending a Tribunal Hearing (including preparation)

The fees set out above 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 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 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 an indication only. If some of the stages are not required, the fees will be lower. 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 4-12 weeks. If your claim proceeds to a Final Hearing, your case is likely to take 6-18 months. This is just an estimate and we will of course be able to give you a more accurate timescale once we have information about your claim and as your claim progresses.