

Guidance on our fees and timelines – UK Employment

I. Price transparency

The below pricing information relates to our advice and representation in relation to unfair or wrongful dismissal claims brought by employees. The below fees should be treated as a guide only. **VAT (20%) will be added to all our fees.**

The amount of work that we will typically be required to undertake depends on a number of factors, including the type of claim(s) you are bringing, the nature and complexity of your case, the number of documents we are required to review, the number of witnesses involved and the nature of the hearing. We will be happy to provide a more detailed costs estimate unique to your case following a free half-hour consultation call with one of our solicitors.

A. Conditional Fee Arrangements / Damages Based Agreements

We are always open to considering whether we can represent you on a ‘no win no fee’ basis. This is not always appropriate, depending on your situation, but it often is.

We can discuss this, and the different forms of ‘no win no fee’ agreements that may be available, for example a conditional fee arrangement (“CFA”) or a damages-based agreement (“DBA”). These generally provide that you will not have to pay anything towards our fees if you do not win your claim, though you would normally still need to pay any reasonable expenses and/or disbursements incurred on your behalf. Please contact us to discuss ‘no win no fee’ arrangements in further detail.

B. Hourly Fee Arrangements

You may prefer not to have a ‘no win no fee’ agreement, however. If you choose to pay us as your matter proceeds, you will pay us hourly rates, which range from £225 to £530. The applicable hourly rate will depend on the seniority of the member of staff or solicitor working on your matter.

Fee Earner	Hourly Rate excluding VAT
Partner	£ 530.00
Senior Counsel/Consultant/Of Counsel	£ 450.00
Senior Associate	£ 400.00
Associate	£ 325.00
Trainee Solicitor	£ 225.00
Senior Legal Analyst	£ 150.00
Legal Analyst	£ 90.00
Legal Support	£ 45.00 – 90.00

Costs for proceeding to tribunal can range from around £10,000 for a relatively simple matter to around £90,000 for a more complex matter (exclusive of VAT). Factors that may make a case more complex include, for example:

- If it is necessary to amend your claim, for instance to add claims or additional respondents.
- If your case entails complex legal issues, such as employment status or involves the laws of another country.
- If the factual matters in dispute are complex or numerous.
- If there are many witnesses and/or documents relevant to the issues.

In addition to your legal fees your case may require disbursements such as Counsel (barristers') fees. These fees can range from around £2,000 to over £20,000 (exclusive of VAT of 20%). We agree these fees with Counsel on your behalf and inform you of these costs in advance.

These estimates are a guide only and do not constitute a definitive guide to costs. However, you can assume that based on a simple unfair dismissal case your legal costs to proceed to a final hearing will be in the region of up to £20,000. It is important to note that many such claims settle long before this stage, which will inevitably reduce the cost of our services.

We will provide a more bespoke estimate as you consider engaging us, and we come to learn more about the facts of your case. In general, to reduce your costs, we will delegate work to the least costly fee earner who is competent to complete the task where possible and appropriate. Ordinarily, you will be expected to cover the cost of fees personally. However, you may hold a legal expenses insurance policy (for example, this may be included within your household insurance). If this is the case, you may be able to cover some or all of our charges through your insurance policy. We will discuss this with you during our initial consultation.

II. Timelines

We have summarised the stages of an Employment Tribunal claim below. The summary is intended to serve as a guide to the process only and does not constitute legal advice. The length of time required to reach a decision at the Employment Tribunal varies considerably depending on the strength of your claim(s) and how the defendant responds. We may be able to achieve a settlement within days, but if your case goes to a final trial in the Employment Tribunal then it could take anywhere between four months to up to a year to complete. In rare cases it can take 24 months or longer from initial instructions to receipt of final judgment from the Tribunal. During our representation of you, we will keep you updated throughout the Tribunal process and advise you of the anticipated timelines involved in your case as they evolve.

A. Stages of an Employment Tribunal claim

1. Taking your initial instructions, reviewing documents related to your case and advising you on the merits, risks and potential outcomes of your case.
2. Entering into ACAS early conciliation to explore potential settlement options.

3. Preparing, finalising and submitting a claim or response.
4. Reviewing the response of the other party.
5. Drafting a schedule of loss.
6. Instructing and liaising with barrister(s).
7. Attending Preliminary Hearing(s).
8. Disclosure and inspection of documents.
9. Interviewing witnesses, drafting witness statements and agreeing their content.
10. Reviewing and responding to the other party's witness statements.
11. Preparing for and attending Employment Tribunal trial.