

# Gordons Partnership LLP

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## SOLICITORS

### **Employment Tribunal Fees**

As a guide, our pricing for bringing and defending claims for unfair or wrongful dismissal are as follows:

Simple case: £3,000-£5,000 (excluding VAT)

Medium complexity case: £5,000-£15,000 (excluding VAT)

High complexity case: £15,000 -£50,000 (excluding VAT)

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 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. The charge will depend on how actively we are involved on the day. We will not charge our full hourly rate to just sit there and watch a barrister argue the case, but we will charge an appropriate fee to reflect the time we are dedicating to the matter and spending out of the office. Generally, we would allow 1-10 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.

Barristers' fees are estimated at between £2,000 to £3,000 per day (depending on experience of the barrister) for attending a Tribunal Hearing (including preparation)

## Key stages

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 the claim or response;
- Reviewing and advising on the claim or response from the 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 for the Tribunal;
- 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 the barrister.

The stages set out above are an indication and if some of stages above are not required, the fee 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 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 2-4 weeks from the point we decide to engage ACAS. If your claim proceeds to a Final Hearing, your case is likely to take 6-9 months, or more in complex cases. This is 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.

If you would like advice about an employment matter please contact **Jude Barter**.