

Employment Law Pricing Information

Every case is unique and it is impossible to cover all of the variables which can affect the time and cost of dealing with a case.

The following is therefore an average intended to give you a guideline but not as a form of fixed fee

We are prepared to enter into “no win no fee” arrangements with you in certain circumstances in employment law claims. Please see the relevant paragraph below for more information

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

Simple case: (e.g breach of contract)	average fee £3,500 (excluding VAT)
Medium complexity case: (e.g unfair dismissal claim)	average fee £6,500 (excluding VAT)
High complexity case: (e.g. discrimination claim)	average fee £10,000 (excluding 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 claimants without legal representation
- or defending a costs application
- Complex preliminary issues such as whether the claimant is disabled where disability discrimination is in issue (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

Additional costs for attending a Tribunal Hearing representation by Barrister will apply and vary depending on the complexity of your case, the hearing duration and the level of experience of the Barrister. Average additional costs of this nature are between £750 and £3,000 but can be significantly more particularly if the case is complex and runs over more than one day.

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 but these will be added to your bill with VAT where it is charged by the supplier of the service.

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 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 your bundle of documents
- Reviewing and advising on the other party's witness statements
- Agreeing a list of issues, a chronology and/or cast list with the other side of the dispute
- Preparation and attendance at Final Hearing, including instructions to a Barrister if appropriate

The stages set out above are an indication and if some of stages above are not required, the fee will be reduced. 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 case 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.

The average time for Employment Tribunal cases is approximately 12 months.

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.

No win no fee arrangements

Depending upon the nature of your case we may be able to offer you a no win no fee agreement.

This usually means that we will expect to recover a proportion of the compensation which you receive instead of charging an hourly rate as it is unusual (but not impossible) in employment cases for the loser to be ordered to pay the winners costs.

The proportion we normally expect to be paid is 20% of the compensation which includes VAT.

We would normally discuss this with you at the first interview but we are likely to require additional information before we can assess whether or not the case is suitable for a no win no fee arrangement.

We would usually be able to make a decision on whether or not to offer you a no win no fee arrangement within 2 weeks of the first discussions with you provided we have all relevant information. Otherwise it will be approximately 2 weeks from obtaining that information before we can make a decision.

A no win no fee agreement is a special form of contract. It is not appropriate to give all those details here and we will go through it in more detail with you should it be relevant to your case.

Please note that if we do offer you a no win no fee arrangement we reserve the right to bring that to an end if the circumstances change as the case goes on. If that were to happen you would have to pay us privately from that point on; find another representative or carry on the case yourself.

Who will handle my employment case?

Employment claims are handled in our office by:-

Geoff Ormrod a partner and solicitor who qualified in 1977. He has extensive experience of all forms of commercial law and employment claims. Geoff also has supplemental qualifications as a commercial mediator which are relevant in negotiating settlements. Geoff's rate is £230 per hour plus VAT

Michael Penny a partner and solicitor who qualified in 2001. He has extensive experience of all forms of commercial law and employment claims. Mike also has a supplemental qualification as a higher court advocate which entitles him to represent clients in any court in England and Wales. Mike's rate is £230 per hour plus VAT