TRANSPARENCY IN PRICING

EMPLOYMENT TRIBUNAL

Leathes Prior is committed to providing transparency in pricing in line with the SRA Transparency Rules.

LP LEATHES PRIOR

EMPLOYMENT TRIBUNAL PRICING

We have a dedicated team of solicitors who can assist with Employment Tribunal proceedings, whether you are bringing a claim, as an individual, or defending a claim, as a business.

We appreciate that cost is a key factor when contemplating litigation, and we will endeavour to provide you with an estimate of likely costs at the outset and ensure that you are kept updated as to costs throughout.

To give you an idea of likely costs, we have set out pricing details below.

Range of fees

Our fees are based on an hourly rate which varies depending on the seniority and experience of the solicitor dealing with your matter, and currently ranges between £140-£325 plus VAT per hour.

Our pricing for bringing and defending claims for unfair or wrongful dismissal at the Employment Tribunal (unless we have agreed differently with you) is likely to be:

1. Simple case: £5,000 to £15,000 (excluding VAT and disbursements)

2. Medium complexity case: £15,000 to £35,000 (excluding VAT and disbursements)

3. High complexity case: £35,000+ (excluding VAT and disbursements)

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 bought 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).

- Assisting you with judicial mediation.

- 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.

Charges will be at the higher end of the scale of fees where you have instructed us to represent you in the Final Hearing and / or the Final Hearing is scheduled to last for more than one day.

Disbursements

In addition to our fees, you may also incur disbursements in bringing / defending an Employment Tribunal claim. 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. In relation to Employment Tribunal proceedings, the likely disbursements might be:

- The cost of instructing a barrister to represent you in any Tribunal Hearing, which we estimate to be between £1,000 and £5,000 plus VAT per day (depending on the experience of the advocate) including preparation.

- Petrol expenses incurred travelling to and from a Tribunal Hearing (charged at 45 pence per mile) or, where appropriate, alternative travel costs such as train/taxi/plane fares.

- For multi-day Tribunal Hearings out of the region, accommodation expenses incurred.

Key stages

The fees set out above cover all of the work in relation to the following key stages of a case including:

1. Taking your initial instructions, revieing the papers and advising you on merits and likely compensation (this is likely to be revisited throughout the matter and may be subject to change).

2. Entering into pre-claim conciliation via Acas (where this is mandatory or advised) to explore whether a settlement can be reached.

3. Preparing claim or response.

4. Reviewing and advising on claim or response from other party.

5. Exploring settlement and negotiating settlement throughout the process.

6. Dealing with any applications that may need to be made or are made against you, such as an application for further and better particulars of claim.

7. Preparing or considering a schedule or loss (and, where appropriate, a counter schedule or loss).

8. Preparing for (and attending) a Preliminary Hearing.

9. Advising on and reviewing disclosure documents.

10. Exchanging documents with the other party and agreeing a bundle of documents.

11. Taking instructions on and drafting witness statements, and agreeing their content with witnesses.

12. Preparing bundle of documents.

13. Revieing and advising on the other party's witness statements.

14. Agreeing a list of issues, a chronology and/or cast list.

15. Preparation and attendance at Final Hearing, including either preparing instructions to a barrister or dealing with the advocacy ourselves.

The stages set out above are an indication and if some stages are not required, the

total fees you will incur will reflect that. 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 your 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 and the resources of the Employment Tribunal system (which are currently stretched). If a settlement is reached during pre-claim conciliation, your case is likely to take 2 - 4 weeks. If your claim proceeds to a Final Hearing, your case is likely to take 26 - 52 weeks. 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.

Which lawyers will handle your case?

The profiles of the lawyers in our Employment Team (together with details of when they qualified and their areas of expertise) can be found here.