

TRANSPARENCY  
IN PRICING  
EMPLOYMENT TRIBUNAL

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

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## **EMPLOYMENT TRIBUNAL**

### **Range of costs**

Leathes Prior's pricing for bringing and defending claims for unfair or wrongful dismissal at the Employment Tribunal (unless we have agreed differently with you) will be:

1. Simple case: £6,000 to £15,000 (excluding VAT)
2. Medium complexity case: £15,000 to £30,000 (excluding VAT)
3. High complexity case: £30,000+ (excluding VAT)

Factors that could make a case more complex:

4. If it is necessary to make or defend applications to amend claims or to provide further information about an existing claim
5. Defending claims that are brought by litigants in person
6. Making or defending a costs application
7. Complex preliminary issues such as whether the claimant is disabled (if this is not agreed by the parties)
8. The number of witnesses and documents
9. If it is an automatic unfair dismissal claim e.g. if you are dismissed after blowing the whistle on your employer
10. Allegations of discrimination which are linked to the dismissal

Charges will be at the higher end of the scale of costs where the Tribunal Hearing is scheduled to last for more than one day (excluding VAT).

### **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. In relation to Employment Tribunal proceedings, the likely disbursements might be:

1. Counsel Fees, which we estimate to be between £800 and £2,500 plus VAT per day (depending on experience of the advocate) for attending a Tribunal Hearing (including preparation).
2. Petrol expenses incurred travelling to and from the Tribunal Hearing (charged at 45 pence per mile) or, where appropriate, alternative travel costs such as train/taxi/plane fares.
3. 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, reviewing the papers and advising you on merits and likely compensation (this is likely to be revisited throughout the matter and subject to change).
2. Entering into pre-claim conciliation where this is mandatory 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. Preparing or considering a schedule of loss.
7. Preparing for (and attending) a Preliminary Hearing.
8. Advising on and reviewing disclosure documents.
9. Exchanging documents with the other party and agreeing a bundle of documents.
10. Taking witness statements, drafting statements and agreeing their content with witnesses.
11. Preparing bundle of documents.
12. Reviewing and advising on the other party's witness statements.
13. Agreeing a list of issues, a chronology and/or cast list.
14. Preparation and attendance at Final Hearing, including either instructions to Counsel or dealing with the advocacy ourselves.

The stages set out above are an indication and if some of stages above 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 3 to 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 my 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](#).