

# **Employment Tribunal Claims**

## Pricing Schedule

### **CONTACT DETAILS**

**Sarah Tahamtani**

Partner

**Telephone:** 07789 961 705

**Email:** [sarah.tahamtani@clarionsolicitors.com](mailto:sarah.tahamtani@clarionsolicitors.com)

## Our Team

Our large team of specialist employment solicitors have experience in dealing with all aspects of employment law. We aim to ensure that claims are dealt with efficiently and always supervised and lead by senior, qualified lawyers.

Please see our Employment page on our website for further details of the team and our expertise.

## Our Price Ranges

Simple Case	£7,000 - £12,000
Medium Complexity Case	£12,000 - £20,000
High Complexity Case	£20,000 - £100,000+

**Please note that the above fee scales are exclusive of VAT and disbursements.**

There may be claims however where additional work may be required which is not foreseen and could not have been agreed at our initial meeting. This can cause an increase to our legal fees and/or third-party disbursements.

Should this happen, we will speak with you first to explain the reasons for this and provide you with an updated quote.

## What factors make a case more complex such that the price is higher?

Each case is different in terms of its factual content and legal complexity. Broadly, factors which usually make the difference between a case being simple, medium, or high complexity include:

- When it is necessary to make or defend applications to amend claims.
- Defending claims that are brought by litigants in person – this is, people who are not professionally represented. As they are not familiar with procedures, time must be taken to ensure they understand that is happening which may mean that everything will take longer.
- Where there is a need for Preliminary Hearings – for example where your opponent does not do something as ordered by the Tribunal and/or intervention is required by the Tribunal for the proper conduct of the matter.
- If there are allegations of discrimination, either as stand-alone claims, or linked to a dismissal and/or there is more than one Respondent to the claim(s).
- Where the case involves a substantial volume of documents, more so where this may need to be redacted.
- Where there are complex preliminary issues such as whether a claim has been brought within the limitation period, or whether the qualifying condition for a claim to be brought are met.
- The number of witnesses – for example, a simple case when acting for employers would normally involve the dismissing and appeal officers giving evidence, whereas more complex cases require evidence from a wider group of witnesses.

## What work is covered within these prices

Our fees set out above cover work in relation to the following key stages of a claim:

- Taking your initial instructions, reviewing the papers and advising you on the merits and likely compensation (this is likely to be revisited throughout the matter and may be subject to change);
- Entering into ACAS (Advisory, Conciliation and Arbitration Service) to explore whether a settlement can be reached;
- Preparing claim or response;
- Reviewing and advising on a claim or response from other party;
- Exploring settlement and negotiating settlement throughout the process;
- Preparing or considering a schedule of loss (document detailing losses claimed);
- Preparing for (and attending) a Preliminary Hearing;
- Exchanging documents and agreeing a bundle of documents;
- Taking, drafting and finalising witness statements;
- Preparing bundle of documents;
- Reviewing and advising on exchanged witness statements;
- Agreeing a list of issues, a chronology and/or case list together with any supplemental documents required; and
- Preparation and attendance at Final Hearing, including instructing Counsel.

Upon receiving your instructions, we shall provide a more tailored price based on the circumstances and the level of input that is likely to be required.

## Disbursements

A disbursement is an additional payment made to one or numerous third parties which we deal with on your behalf. Whether any disbursements are incurred is dependent on several factors. Examples of possible disbursements include:

- Counsel's Fees will range from broadly £1,000 (plus VAT) for a short Preliminary Hearing to significantly more in respect of preparation and attendance at a full Hearing. The cost of Counsel's fees will depend largely on the level of seniority and experience of the advocate.
- Reasonable travel costs can include petrol which is charged at £0.45p per mile (plus VAT) and train fares.
- Reasonable accommodation costs when attending multiple day Hearings.
- Experts report at a cost of £1,000 - £3,000 plus VAT.

## How long will the case take to conclude?

This is dependent upon many factors, some of which will be outside our control. You should anticipate that the whole process can take upwards of 6 months, and possibly around 15-18 months for highly complex cases to reach a Final Hearing.