

Employment



**Cambridge House
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Fees

Our pricing for bringing and defending claims for unfair or wrongful dismissal (excluding Disbursements as listed below)

Simple case: £5,000 - £12,500 (excluding VAT)

Medium complexity case: £12,500 - £25,000 (excluding VAT)

High complexity case: £25,000 - £50,000+ (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 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 of £1,000 per day (excluding VAT). Generally, we would allow 1-2 days depending on the complexity of your case. However, please note that, apart from some preliminary hearings we will usually instruct counsel (a barrister). We refer to their fees under the heading below.

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:

- Counsel's fees, which we estimate to be between £1,500 and £2,500 (excluding VAT) per day (depending on experience of the advocate) for attending a Tribunal Hearing;
- Petrol expenses incurred in travelling to and from the Tribunal Hearing (charged at 45 pence per mile or the current HMRC rate, if different) or, where appropriate, alternative travel costs such as train or taxi fares;
- Expert fees for the preparation of medical reports; and
- For multi-day Tribunal Hearings out of the region, accommodation expenses incurred.

Stages

The fees set out above cover all of the work in relation to the following 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 claim or response documents.
- 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 bundle of documents.
- 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 drafting instructions to Counsel

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.

NOTE: We undertake to complete the work outlined with you within the price agreed. However, should we advise you that additional work is required not covered by the fixed price then we will apply our standard charging rates which will be outlined to you in our client care letter and terms and conditions.

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 and at which point we are instructed. Due to the coronavirus pandemic, cases are taking longer than usual due to backlogs and shortage of staff. 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 6-12 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. It should also be borne in mind that there are some periods when Employment Tribunals take longer in dealing with cases because of the availability of Judges and other staff. A complex multi-day case may take even longer than 12 months and could be around 18 months.

Your Employment Law Team

The profiles of the practitioners in our team can be found [here](#).