

Pricing Guide

Employment - Personal

The employment team at A&R have a strong reputation acting for individuals in all aspects of employment law. We are able to provide you with commercial and tactical legal advice to put you in the best possible position to secure a positive outcome.

Funding

Most employment matters are privately funded but we will explore with you alternative sources of funding such as legal expense insurance, trade union support, conditional fee agreements and/or damages based agreements. Cases funded by conditional or damages based fees are considered on a case by case basis. We will assess the viability of your case before agreeing to accept it and would envisage that assessment taking two to three weeks.

The cost of bringing a claim for, for example, unfair dismissal or wrongful dismissal will depend on the complexity of the matter, the stage at which we are instructed and the stage of Employment Tribunal proceedings to which the matter progresses. We charge according to an hourly rate (between £275 - £480 plus VAT at 20%) and broadly, you can expect costs to be in line with the following:

- In simple cases: between £10,000 - £15,000 (plus VAT at 20%)
- In medium complexity cases: between £15,000 - £25,000 (plus VAT at 20%)
- In high complexity cases: between £25,000 - £75,000 (plus VAT at 20%)

Factors that could make a case more complex include:

- If it is necessary to make an application to amend the claim or respond to a request for further information about an existing claim.
- Complex preliminary issues such as establishing disability (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 whistleblowing.
- Allegations of discrimination which are linked to the dismissal.
- Making or defending a costs application.
- Needing to issue additional proceedings in the civil court.

Since all claims are different we will always give you an individual cost estimate at the start of your matter.

Disbursements

Disbursements are costs related to your matter that are payable to third parties such as barrister and/or expert fees. We will handle the payment of the disbursements on your behalf to ensure a smoother process. These additional costs will not be incurred without your prior agreement. Generally you can expect a barrister to be instructed to represent you at the Final Hearing and possibly to provide ad hoc advice in the stages before. We will discuss with you the benefits of instructing a barrister in advance and make recommendations as to their appropriate level of seniority and experience which in turn has an impact on his/her fees.

Depending on the seniority and experience of the barrister, you can expect their fees to be between £3,000 to £4,000 (plus VAT at 20%) per day for attending and representing you at an Employment Tribunal Hearing (including preparation).

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 where there is mandatory to explore whether a settlement can be reached.
- Preparing the claim form.
- Reviewing and advising the response from the other party.
- Exploring settlement and negotiating settlement throughout the process.
- Preparing a schedule of loss.
- Preparing for (and attending) a Preliminary Hearing.
- Preparing a list of documents and reviewing the other side's list of documents
- 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.
- Preparing and attending at Final Hearing, including Instructions to the barrister.

The stages set out above are an indication and if some of the 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. We are happy to discuss this with you.

Timescales

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. If a settlement is reached during pre-claim conciliation, your case could take only a few weeks. If your claim proceeds to a Final Hearing, then your case can take up to nine 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. Time frames are largely determined by the Employment Tribunal, which can at times experience a backlog. Unfortunately this can sometimes increase the time frame for cases to reach a Final Hearing.

The Team

Your matter will be handled by Partner, [Sarah Furniss](#), who is Head of Employment or [Gabriella Baker](#), Solicitor.



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