

SRA Transparency Rules

The provision of advice and representation to employees or employers in relation to the bringing of claims before the Employment Tribunal against an employer for unfair dismissal or wrongful dismissal

Note: The pricing below provides an example of our costs for this service area. We have always operated an open and transparent process. When engaging with us on a legal matter you will always receive an initial client care pack that details our terms of engagement with pricing specific to that matter, upon which receiving you can make the decision to instruct us.

Our pricing for bringing and defending claims for unfair or wrongful dismissal

Simple case:-

1 day hearing - £6,000 (excluding VAT)

2 day hearing - £7,500 (excluding VAT)

Medium complexity case:-

2 days hearing - £8,500 (excluding VAT)

3 day hearing - £10,000 (excluding VAT)

4 day hearing - £12,000 (excluding VAT)

High complexity case:-

5 day hearing - £15,000 (excluding VAT)

Each additional day of hearing £2,000 per day (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

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. Counsel's fees estimated between £1,000 (excluding VAT) to £1,500 (excluding VAT) per day (depending on experience of the advocate) for attending a 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 this is mandatory to explore whether a settlement can be reached;
- Preparing claim or response
- 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
- Preparing and reviewing a list of evidence/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 a bundle of documents
- Reviewing and advising on the other party's witness statements
- Preparing and agreeing a list of issues, a chronology and/or cast list

archers law.

- Preparation and attendance at Final Hearing, including 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 and assistance in relation to some of the stages. This can also be arranged on your individual needs.

We would recommend all clients to check their insurance policies, including home and car policies, together with membership of any associations or union to check for legal expenses cover for disputes.

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. If a settlement is reached during pre-claim conciliation, your case is likely to take 1 to 12 weeks. If your claim proceeds to a Final Hearing, your case is likely to take 6 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.

If you wish to instruct us on an Employment Tribunal matter please contact us. Upon receiving the detail for your instruction we will be able to confirm the pricing specific to your matter.