

## Employment tribunals – our prices and services

### Bringing or defending claims for unfair or wrongful dismissal

(Wrongful dismissal means dismissal without the employee being given any or enough notice)

Claims of this type vary enormously in terms of the amount of documentation involved, the number of witnesses, the complexity of any legal issues and the number and length of any hearings. For this reason, predicting the likely total cost of representation is difficult. We have therefore provided a range of costs below and outlined some of the factors which are likely to influence where in the bracket your case will fall. We are happy to discuss your case with you and confirm a cost on a no obligation basis, so do feel free to get in touch.

Case type	Description	Factors likely to make the cost at the higher end of the range	Our costs <sup>1</sup>
<b>A - simple</b>	A straightforward unfair dismissal claim, with a claim to notice pay and perhaps including a very simple allegation of discrimination based on a single alleged act or omission	<ul style="list-style-type: none"> <li>• Volume of documentation</li> <li>• A lengthy history of events</li> <li>• More than 1 witness on your side</li> <li>• Complex legal issues</li> <li>• A contested preliminary hearing</li> <li>• A hearing of more than 1 day</li> </ul>	A fixed fee between £8,500 – 10,000 + VAT  Attendance at Tribunal - £1,500 + VAT per day
<b>B - medium</b>	A more complex unfair dismissal claim, such as a constructive dismissal claim, or a claim of automatically unfair dismissal, including a simple allegation of discrimination based on a single alleged act or omission	<ul style="list-style-type: none"> <li>• Volume of documentation</li> <li>• A lengthy history of events</li> <li>• More than 2 witnesses on your side</li> <li>• Complex legal issues</li> <li>• A contested preliminary hearing</li> <li>• A hearing of more than 2 days</li> </ul>	A fixed fee between £10,000 - £15,000 + VAT  Attendance at Tribunal - £1,850 + VAT per day
<b>C - complex</b>	A claim of unfair and/or wrongful dismissal with	<ul style="list-style-type: none"> <li>• Volume of documentation</li> </ul>	From £15,000 + VAT

<sup>1</sup> These costs relate to single claims. We offer negotiated discounts and retainers when dealing with volume Tribunal claims for large and very large employers. Please speak to our Head of Employment & Immigration – Jenny Okafor-Jones, [jjones@hcrlaw.com](mailto:jjones@hcrlaw.com); 07816 969492.

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	additional claims of automatic unfair dismissal, multiple allegations of discrimination, whistle-blowing and/or other features of complexity such as issues about employment status or jurisdiction (i.e. whether the Tribunal can hear the claim)	<ul style="list-style-type: none"><li>• A lengthy history of events</li><li>• Multiple witnesses</li><li>• Complex legal issues</li><li>• A contested preliminary hearing or hearings</li><li>• A lengthy final hearing (ie. 3 days or more)</li><li>• High potential value of claim</li><li>• Medical or other expert evidence involved</li></ul>	Hourly rates apply as set out below
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Our current hourly rates<sup>2</sup> for Tribunal work (all excluding VAT) range from £290 to £160, depending on seniority:

### **Third party costs** (referred to as disbursements)

We may need to involve other experts in your case, for example, doctors or barristers. In that case, additional costs may be payable which we cannot forecast here as it will depend on the quotation given to us by the third party. If we recommend the use of a third party but we will always discuss and agree the associated costs with you first.

### **Our services:**

- 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 the claim or response
- Reviewing and advising on the claim or response from the other party
- Exploring settlement and negotiating settlement throughout the process
- Preparing or considering a schedule of loss/ counter-schedule of loss
- Liaising with the Tribunal and the other party or parties
- Drafting applications to the Tribunal for case management or interim orders or responding to such applications from the other party

<sup>2</sup> These are reviewed annually

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- Preparing for (and attending) a Preliminary Hearing
- Exchanging documents with the other party, requesting missing documents (including making any applications to the Tribunal) and agreeing a bundle of documents for use at the hearing
- Taking witness statements, drafting statements and agreeing their content with witnesses
- Preparing the 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 instructions to Counsel.

## Timescales

This is largely determined by the complexity of your case and the Employment Tribunal's waiting times for hearings. Waiting times vary considerably, depending on where your claim will be heard. On average, completion time for an Employment Tribunal claim is estimated to be between 4 – 12 months.

Many claims resolve by settlement or mediated agreement before a full hearing. If such an option is in your interest, we will always pursue it for you. Cases that conclude in this way are usually resolved much more quickly – often in a matter of weeks. But on occasion it takes parties many months to investigate the issues in the case, and get to the point where agreeing a settlement is possible.

## Our team

We have a very large team of specialist employment lawyers dealing with Tribunal claims, whose experience and qualifications are listed here. Your case will be allocated to the lawyer who has the most appropriate experience, knowledge of your business or organisation and the availability to deal with it efficiently.

Your employment lawyer will receive guidance, support and supervision in relation to all aspects of your case from a Partner in the team who will be allocated to oversee the work. You may speak to the allocated Partner about your case directly at any stage if you need to.

## Team members

Name	Title	Qualification	Year passed
Jenny Okafor - Jones	Head of Employment, Partner	Barrister	01/06/1991
Emilie Darwin	Partner	Solicitor	16/10/2006
Beverley Smith	Partner	Solicitor	02/10/2006
Michael Stokes	Partner	Solicitor	01/07/1992

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Oliver Daniels	Senior Associate	Solicitor	01/09/2011
Guy Hollebon	Senior Associate	Solicitor	03/09/2001
Rebecca Kirk	Senior Associate	Solicitor	01/11/2012
Rachel Parkin	Senior Associate	Solicitor	15/09/2009
Rachel Roberts	Senior Associate	Solicitor	15/09/2009
Rachel Newman	Associate	Solicitor	01/10/2013
Faye Reynolds	Associate	Solicitor	15/09/2004
Catherine Jackson	Assistant Solicitor	Solicitor	01/06/2017
Helen Jenkins	Assistant Solicitor	Solicitor	01/09/2016
Harpreet Kaur	Assistant Solicitor	Solicitor	15/09/2017
Charis Shaughnessy	Assistant Solicitor	Solicitor	01/03/2018
Hannah Wilding	Assistant Solicitor	Solicitor	15/03/2017
Charlotte Anning	Paralegal		24/04/2017
Heidi Cooper	Paralegal		29/05/2015