

**EMPLOYMENT FEES**

**Please note that our fees will vary depending upon the nature of your claim.**

**All fees stated are exclusive of VAT and VAT will be payable on such fees at a rate of 20%.**

**Work of this nature will be conducted by a solicitor with over 8 years of experience.**

The fees shown below are average costs to give an indication of what it is likely to cost for us to deal with it for you.

**SETTLEMENT AGREEMENTS**

A settlement agreement is a contract where an employee agrees to give up any employment claims against their employer, usually in exchange for compensation. Employers often use these agreements to lay out the terms under which an employee will leave their company.

Depending on how complex the agreement is and how much work we have to do on your behalf our charges range from £250.00 to £750.00 plus VAT.

Your employer will usually pay most or all of your legal fees in relation to obtaining advice on the terms and entering into a settlement agreement.

**INITIAL GENERAL ADVICE**

We offer an initial consultation at a fixed fee of £200.00 to review paperwork, take instructions and advise you as to your situation options. You are under no obligation to instruct us any further after that appointment if you do not wish to do so.

If you do want to proceed, we will explain the further fees applicable depending upon the nature of your case.

**BRINGING AN UNFAIR DISMISSAL CLAIM (EMPLOYEE)**

Our fees relate to providing advice and representation to employees bringing claims before the Employment Tribunal against an employer for unfair dismissal.

Our charges are either:

a) Fixed fees

Where we are able to offer fixed fees, these rates are approximately:

- £200.00 for an initial consultation to review paperwork, take instructions and advise as to your options.
- £250.00 to £500.00 for dealing with an ACAS conciliation
- £500.00 to £1,000.00 for preparing the Tribunal papers and issuing proceedings
- £1,500.00 to £2,500.00 for progressing the case to a final hearing
- £1,000.00 to £1500.00 for dealing with the final hearing

b) Hourly rate of £180.00 based upon the amount of time spent dealing with your case. On average, such cases will cost between £2,500.00 - £15,000.00.

c) Damages based agreement

In some cases, we may be able to offer a damages based agreement, which is a form of “no win no fee” arrangement. In this type of funding arrangement if your claim is unsuccessful you would not pay anything to us for legal costs, but would still be responsible for payment of any disbursements incurred (see below). If your claim is successful and you recover compensation, our fee is 35% of your total compensation sum inclusive of VAT.

### **Additional costs you may need to pay**

There may be other costs in addition to our fees, known as disbursements. These are fees and charges that we will need to pay on your behalf as part of the process. Such fees can include Barrister’s fees, and expert fees.

We will always inform you in advance of such fees being incurred and seek your agreement to them prior to incurring them.

The cost of disbursements will vary on a case by case basis. As a guide, we set out below the average cost of disbursements in a case where such services are necessary, and which are defended and proceed to trial.

Common disbursements and average costs

Barrister’s Fees - £500.00 - £1,500.00

Expert’s Fees - £500.00 - £1,500.00

The Employment Tribunal usually order that each party pay their own legal costs. However, they can order that the winner pays the losers costs and as such there is a small risk that you would have to pay any legal costs to the winning party if your claim was unsuccessful. If this situation did arise at any time during the claim, we would advise you and discuss the matter with you as to how best to proceed.

### **DEFENDING AN UNFAIR DISMISSAL CLAIM (EMPLOYERS)**

Our fees relate to providing advice and representation to employers in defending claims before the Employment Tribunal brought by an employee for unfair dismissal.

Our charges are either:

a) Fixed fees

Where we are able to offer fixed fees, these rates are approximately:

- £200.00 for an initial consultation to review paperwork, take instructions and advise as to your options.

- £250.00 to £500.00 for dealing with an ACAS conciliation
- £750.00 to £1,250.00 for reviewing the Tribunal papers and preparing a response to the proceedings
- £1,750.00 to £2,750.00 for progressing the case to a final hearing
- £1,250.00 to £2000.00 for dealing with the final hearing

b) Hourly rate of £180.00 based upon the amount of time spent dealing with your case. On average, such cases will cost between £3,000.00 - £15,000.00.

### **Additional costs you may need to pay**

There may be other costs in addition to our fees, known as disbursements. These are fees and charges that we will need to pay on your behalf as part of the process. Such fees can include Barrister's fees, and expert fees.

We will always inform you in advance of such fees being incurred and seek your agreement to them prior to incurring them.

The cost of disbursements will vary on a case by case basis. As a guide, we set out below the average cost of disbursements in a case where such services are necessary, and which are defended and proceed to trial.

#### Common disbursements and average costs

Barrister's Fees - £500.00 - £1,500.00

Expert's Fees - £500.00 - £1,500.00

The Employment Tribunal usually order that each party pay their own legal costs. However, they can order that the winner pays the losers costs and as such there is a small risk that you would have to pay any legal costs to the winning party if your defence was unsuccessful. If this situation did arise at any time during the claim, we would advise you and discuss the matter with you as to how best to proceed.