

# Employment Tribunal

This information is provided solely to comply with the Solicitors Regulation Authority Transparency Rules. The information relates to Employment Tribunal claims for unfair dismissal and wrongful dismissal only and therefore excludes claims such as discrimination, whistleblowing, equal pay, protective awards etc.

<b>Service</b>	Provision of advice and representation to employers in relation to defending claims before the Employment Tribunal brought by an employee for unfair dismissal or wrongful dismissal.
<b>Fee information</b>	The anticipated fees for the service would be in the region of £8,500- £40,000 (exc VAT and disbursements). Fees are subject to VAT at the standard rate of 20%.
<b>Basis of fees</b>	In the majority of cases, we would look to agree fees on a fixed fee basis. Where this is not practicable, fees would be charged in accordance with our hourly rates and a fee estimate would be agreed. The fee estimate would be provided taking into account the facts of the individual instruction.
<b>Description of services</b>	<p>Services included within the fee estimate:</p> <ul style="list-style-type: none"><li>• Taking instructions from the client and drafting the response to the claim;</li><li>• Interim matters (for example, Case Management Discussions);</li><li>• Disclosure and agreeing the bundle;</li><li>• Preparation of witness statements;</li><li>• Preparing hearing bundle; and</li><li>• Attendance at hearing.</li></ul> <p>Services not included in the fee estimate:</p> <ul style="list-style-type: none"><li>• Correspondence with the Tribunal and the opposing side;</li><li>• Counsel's fees;</li><li>• General case preparation/management; and</li><li>• Meeting with witnesses in advance of the Tribunal.</li></ul>
<b>Timescales</b>	The likely timescales for each stage of the matter will be determined by the Tribunal and will therefore vary on a case-by-case basis.
<b>Experience and qualifications</b>	Save for disclosure, bundling and note taking, which may be undertaken by trainee solicitors or paralegals, all other individuals carrying out the work would be fully qualified employment solicitors or barristers. Supervisors would have a minimum of eight years post qualification experience.
<b>Disbursements</b>	All disbursements are on a case-by-case basis, but will include travel costs to a hearing, courier fees, fees for document services and Counsel's fees. We would anticipate the cost of disbursements to be within the range of £75 - £5,000.

