

Employment Tribunals

We do not represent individuals in Employment Tribunals.

For Respondent businesses no Tribunal is exactly the same and our fees will reflect the complexity of the claims brought, the length of the hearing and whether the hearing is in a London Tribunal or elsewhere in the country. Whilst we cannot give you a definitive estimate without the details of your particular case, typically Tribunal cases (from issuing to the end of the final merits hearing) start from £11,000 for a one day Tribunal and £16,000 for a three day case involving one simple jurisdiction such as unfair dismissal exclusive of Counsel's (also known as barristers) fees if applicable. For a half day hearing for a claim such as unlawful deduction of wages, costs would start from £7,000. All fees are net of VAT. We will also inform you if your particular case has special complications which are likely to influence overall fees. For example, dealing with an unrepresented party often makes a case more likely to incur greater costs than average. A typical tribunal case may take between one and two years to come to hearing dependant on the tribunal in question and we will generally discuss a case assessment and tactics after lodging the response on behalf of our clients.

On average the cost of defending a three day tribunal claim to the end of the hearing in a London tribunal is £30,000 and elsewhere in the country £20,000 exclusive of disbursements such as barristers fees and travelling expenses if applicable.

All our qualified employment lawyers are experienced in undertaking tribunal work including advocacy, where appropriate. However, quite often we will seek to instruct barristers where this may be (a) likely to provide a better outcome for our client; (b) a more cost-effective outcome; (c) or in the case of tribunal claims involving longer hearings. In order to keep our costs down we often utilise support from our trainees and paralegals. A barrister's fee would typically start at £1,000 plus VAT for a one day case. On average cases which reach a fully contested hearing on a reasonably straightforward matter will have barrister's fees of around £3,000 plus VAT (assuming a junior barrister from a chambers outside of London is instructed).

Where appropriate we, prefer to agree a fixed fee or fixed fees for each stage of the case but where this is not possible or not preferred we charge based on the following hourly rates to which VAT is added. For partners based on experience this ranges from £320 to £500, for Legal Directors from £280 to £350, for Associates £240 to £280, for Assistant Solicitors £190 to £250, for paralegals £130 to £170 and for Trainee Solicitors £110 to £130.

Further details of the members of our employment team can be found on the team information sheet [here](#).