

Our Employment Tribunal Fees

We do not usually represent individuals in Employment Tribunals. Where we do represent individuals, the pricing structure applicable to our business clients set out below will apply.

How much does it cost to defend a claim for unfair or wrongful dismissal?

No Tribunal claim is exactly the same and our fees will always reflect the complexity of the specific claims brought, the length of the hearing and whether the hearing is in a London Tribunal or elsewhere in the country. Whilst we cannot provide a definitive estimate of costs without first considering the details of your particular case, typically fees associated with Tribunal cases (from the issue of a claim, up to the end of the final merits hearing) start from approximately:

- £11,000 for a one day Tribunal;
- £20,000 for a three day case (outside of London); and
- £30,000 for a three day case (in London).

These costs apply where the claim involves one simple legal issue, for example, either unfair dismissal or wrongful dismissal. These estimated costs are exclusive of VAT and disbursements (see below) and do not include travel time associated with in-person hearings.

What factors may increase the cost?

In our experience, there are certain factors that may influence the overall cost of bringing / defending a tribunal claim and will therefore result in fees that may exceed the estimates listed above. Examples include:

- Where one of the parties is unrepresented;
- Making or defending costs applications;
- Making or defending applications for strike out or deposit orders;
- Complex preliminary issues;
- Preparing for multiple case management and/or preliminary hearings;
- Allegations of discrimination;
- Large numbers of documents;
- The number and/or availability of witnesses;
- Travelling to / from an in-person hearing;
- Where the reason for dismissal may be automatically unfair; and/or
- The hearing being listed for more than three days.

We will always inform you as soon as possible if your particular case has special complications which are likely to influence the overall fees.

What is the typical timescale of a Tribunal claim?

A typical tribunal case may take between one and two years to come to hearing dependent on the tribunal in question and we will generally discuss a case assessment and tactics after lodging the response on behalf of our clients.

A typical case of unfair or wrongful dismissal has the following key stages (the order of which may vary on a case-by-case basis):

1. Taking instructions, reviewing papers and advising you on merits of the claim
2. Preparing and advising on claim or response
3. Reviewing and advising on other side's position
4. Exploring and negotiating settlement
5. Preparing/considering a schedule of loss
6. Preparing for (and attending) a Preliminary Hearing
7. Exchanging documents with the other party and agreeing a bundle of documents (disclosure)
8. Interviewing witnesses and drafting witness statements
9. Preparing bundle of documents for the final hearing
10. Reviewing and advising on the other party's witness statements
11. Agreeing a list of issues, a chronology and/or cast list (where required)
12. Preparation and attendance at Final Hearing, including instructions to Counsel (where instructed)

Who will be undertaking the work?

A member of our Employment team will handle your matter. Unless otherwise specified all team members are qualified solicitors specialising in employment law. A full list of team members is available [on our website](#), which includes profiles for each team member, which include details of their qualifications and experience. In order to keep our costs down we often utilise support from our trainees and paralegals, always under the supervision of a qualified solicitor.

All our qualified employment lawyers are experienced in undertaking tribunal work with many undertaking 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. 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). We do not anticipate any further disbursements in a typical case, however we will always advise you upfront if additional costs are likely to be necessary.

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, exclusive of VAT:

Grade	Price range (dependent on location and experience)
Partners	£320 to £500
Legal Directors	£300 to £350
Associates	£240 to £280
Solicitors	£210 to 240
Paralegals	£140 to £170
Trainee Solicitors	£110 to £170