

# Integra

Law. Plain and simple.

## **Employment Tribunals – pricing for employers**

If you end up in a dispute with one of your staff, you will want to have a satisfactory conclusion as quickly as possible while minimising your financial and commercial exposure.

Our solicitors will give you an honest assessment of our chances of success at the outset and give you a commercial view on the risk involved and how best to proceed with the claim.

## **Employment Tribunals – pricing for employees**

We also act for executives, directors and senior managers who bring claims against their employers.

## **Key stages – what we will do for you**

The price estimates we have set out below should be sufficient to cover all stages of a claim for unfair or wrongful dismissal.

- Review the papers and give you initial advice on merits and any likely award if the case is successful. This will be revisited as necessary throughout the case and may be subject to change as the case progresses.
- Complete pre-claim conciliation to explore whether settlement is appropriate and can be reached
- Review and advise on the claim
- Prepare and submit your claim or response
- Negotiate settlement as appropriate
- Prepare for and attend a Preliminary Hearing
- Disclosure of documents and agreeing a bundle of documents

- Take witness statements, drafting statements and agreeing their content with witnesses
- Review and advise you on the other party's witness statements
- Agree a list of issues, a chronology and/or cast list
- Prepare for and attend the final hearing and/or instructing a barrister to present your case as appropriate.

The stages outlined above are only an indication and the level of costs incurred may change depending on which steps are necessary.

## **Our experience**

All of our solicitors are partner level specialist employment lawyers each with many years experience of conducting Employment Tribunal litigation on behalf of employers and employees

## **How long does it take?**

How long it takes to conclude a claim can depend largely on how complex it is and at what stage it is resolved. If a case is settled this can happen at any stage of the process, sometimes within a few weeks.

If a claim proceeds to a full Tribunal hearing this usually takes several months. Occasionally the hearing of claims can be delayed for various reasons and conclusion of a case can take 1-2 years.

## **What will it cost?**

Assuming a case goes all the way to a final hearing legal fees are likely to be as follows:

	<b>Estimated cost</b>	<b>VAT at 20%</b>
Simple case:	£6,500-£10,000	£1,300-£2,000
Medium complexity case:	£10,000-£20,000	£2,000-£4,000
Highly complex case:	£20,000-£25,000	£4,000-£5,000

What can make a case more complex?

- If there are applications to amend claims or provide further information about an existing claim.
- Defending claims by litigants in person.

- Making or defending costs applications.
- Dealing with complex preliminary issues (such as whether a Claimant is disabled or whether claims are out of time).
- Claims for unfair dismissal which also involve allegations of discrimination.
- Claims with large number of witnesses and/or large volumes of documents.
- Claims which are listed for hearings lasting more than 3 days in Tribunal.

Like many professional advisory firms, the starting point in calculating Integra's invoices is the amount of time spent by the applicable fee earners at Integra in providing legal services to clients. All time spent working on your matter, including time spent on the telephone, reviewing documents, drafting letters and other documents will be charged. Time spent is recorded in increments of 6 minutes (6 minutes being the lowest amount recorded in any single instance). The standard charge out rate of our lawyers depends upon their seniority and level of post qualification experience. Our hourly rates range between £220 to £295 per hour (plus VAT).

## **Other third party costs**

In addition to our fees you may also need to pay fees or charges to third parties as part of your claim. These are often referred to as "disbursements" and we will agree such costs with you before they are incurred.

In cases of unfair dismissal this may be, for example, where we instruct a barrister on your behalf. Barristers' fees depend very much on the complexity of the case and the experience of the barrister who is instructed. However, as a general rule of thumb you should allow for fees of between £1,000-£2,000 (plus VAT) per day for preparation and attending a hearing.

## **Contact us**

If you are an employer with an Employment Tribunal to defend, or are a senior manager or director who wants to bring a claim against your employer and would like to know how we can help please get in touch at [contact@integralegal.co.uk](mailto:contact@integralegal.co.uk) or 0115 987 6790 or 0203 478 1260.