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Price Transparency – Employment Tribunals Pricing Information

Employment Tribunal work for Individuals

Our employment team handles all aspects of employment law matters including bringing and defending employment claims in the employment tribunal.

Our Employment Team

We have three members of staff in our Employment Team:

Walton Eddlestone	Partner
Daniel Rivers	Partner
Ryan Grace	Trainee

Details of experience and qualifications can be found in the “Our People” section of our website.

Pricing

Every employment case is different and we take pride in delivering a bespoke service. For this reason, we do not have a standard fee and our fees reflect the particular circumstances and features of the case.

We charge for our work on the basis of time spent on a matter at Partner hourly rates of £330 - £380 per hour.

Our estimated fees for bringing or defending claims in the Employment Tribunal for unfair or wrongful dismissal are in the following range:

- simple case: £5,000 - £15,000;
- medium complexity case: £15,000 - £50,000; or
- high complexity case: £50,000+.

All fees are exclusive of VAT, which will be added to your invoice where applicable.

The wide range in each of these categories comes down to a number of factors, any of which will have a cost implication. Such factors include:

- the number and complexity of the issues in dispute;
- the number of documents held by either side and the steps involved in finding, disclosing and reviewing those documents;
- the number of witnesses;
- whether an opposing party is a litigant in person;
- whether there are preliminary issues to be resolved before the final Tribunal hearing and whether such issues require a preliminary hearing;
- the length of the final Tribunal hearing; and

- making or defending costs applications.

We aim to give you the best possible information about the likely overall cost both at the time you instruct us and, when appropriate, as the matter progresses.

Disbursements

Disbursements are costs related to your matter that are payable to third parties. We handle the payment of disbursements on your behalf to ensure a seamless process. The main third-party cost associated with a Tribunal claim is the cost of instructing a barrister (known as Counsel) to represent you at a Tribunal hearing, and during the course of the matter. This cost will be in addition to our fees.

Counsel's fees for representing you at a Tribunal hearing depend on the seniority and experience of the barrister and are likely to be in the following range:

- a brief fee (covering preparation and the first day) of £1,500 - £10,00; and
- a daily refresher (for each additional hearing day) of £1,000 - £5,000.

Key stages

The fee estimates set out above cover work in relation to the following key stages of a claim: taking your initial instructions, reviewing the papers and advising you on merits and likely compensation (this is likely to be revisited throughout the matter and subject to change);

- entering into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached;
- preparing the claim or response;
- reviewing and advising on the claim or response from the other party;
- corresponding with the Employment Tribunal and the other party;
- preparing or considering a schedule of loss;
- preparing for (and attending) a preliminary hearing;
- exchanging documents with the other party
- agreeing and preparing a bundle of documents for use at the Tribunal hearing;
- taking witness statements, drafting statements and agreeing their content with witnesses;
- reviewing and advising on the other party's witness statements;
- agreeing and preparing a bundle of documents for use at the Tribunal hearing;
- preparing and agreeing a list of issues, a chronology and/or cast list;
- instructing and liaising with Counsel; and
- preparation for and attendance at the final Tribunal hearing.

The stages set out above are indicative only and are not a comprehensive list of the steps that may be required, some of which may be dependent on your objectives.

Stages not covered by our estimate

The fee estimates set out above do not include the following work. If any of these issues are relevant to your claim, or arise as part of it, it may increase the fee payable: advising on or engaging in settlement negotiations or preparing and negotiating any paperwork connected with settlement of the claim;

- advising or acting in respect of any claims other than unfair dismissal or wrongful dismissal including, e.g., discrimination or detriment due to whistleblowing etc;
- any issues under the General Data Protection Regulations;
- any orders against you to pay the other side's costs or preparation time relating to any dispute over costs; or
- advising on or participating in any form of mediation other than mandatory pre-claim conciliation.

How long will my matter take?

The time that it takes from taking your initial instructions to the final resolution of your matter depends largely on the stage at which your case is resolved, and the length of time it takes the Employment Tribunal to process your claim. If a settlement is reached during pre-claim conciliation, your case is likely to take 1 –3 months. If your claim proceeds to a final Tribunal hearing, your case is likely to take 9 –15 months, depending on how long it takes the Tribunal to schedule the hearing. Delays at the Employment Tribunal mean that it can take longer than this for claims to reach a final hearing. This is just an estimate and we will be able to give you a more accurate timescale once we have more information as the matter progresses.