Employment tribunals – our prices and services

Bringing or defending claims for unfair or wrongful dismissal

(Wrongful dismissal means dismissal without the employee being given any or enough notice)

Claims of this type vary enormously in terms of the amount of documentation involved, the number of witnesses, the complexity of any legal issues and the number and length of any hearings. For this reason, predicting the likely total cost of representation is difficult. We have therefore provided a range of costs below and outlined some of the factors which are likely to influence where in the bracket your case will fall. We are happy to discuss your case with you and confirm a cost on a no obligation basis, so do feel free to get in touch.

CASE TYPE	DESCRIPTION	FACTORS LIKELY TO MAKE THE COST AT THE HIGHER END OF THE RANGE	OUR COSTS[1]
A - simple	A straightforward unfair dismissal claim, with a claim to notice pay and perhaps including a very simple allegation of discrimination based on a single alleged act or omission	• Volume of documentation • A lengthy history of events • More than 1 witness on your side • Complex legal issues • A contested preliminary hearing • A hearing of more than 1 day	A fixed fee between £12,000 - £15,000 + VAT Attendance at Tribunal - £1850 + VAT per day
B - medium	A more complex unfair dismissal claim, such as a constructive dismissal claim, or a claim of automatically unfair dismissal, including a simple allegation of discrimination based on a single alleged act or omission	• Volume of documentation • A lengthy history of events • More than 2 witnesses on your side • Complex legal issues • A contested preliminary hearing • A hearing of more than 2 days	A fixed fee between £15,000 - £25,000 + VAT Attendance at Tribunal - £1950 + VAT per day
C - complex	A claim of unfair and/ or wrongful dismissal with additional claims of automatic unfair dismissal, multiple allegations of discrimination, whistle-blowing and/or other features of complexity such as issues about employment status or jurisdiction (i.e. whether the Tribunal can hear the claim)	• Volume of documentation • A lengthy history of events • Multiple witnesses • Complex legal issues • A contested preliminary hearing or hearings • A lengthy final hearing (ie. 3 days or more) • High potential value of claim • Medical or other expert evidence involved	From £25,000 + VAT Hourly rates apply as set out below

[1] These costs relate to single claims. We offer negotiated discounts and retainers when dealing with volume Tribunal claims for large and very large employers. Please speak to our Head of Employment & Immigration – Michael Stokes, mstokes@hcrlaw.com; 07807 747455.

Our current hourly rates[2] for Tribunal work (all excluding VAT) range from £170 to £305, depending on seniority, and £425 in London.

Third party costs (referred to as disbursements)

We may need to involve other experts in your case, for example, doctors or barristers. In that case, additional costs may be payable which we cannot forecast here as it will depend on the quotation given to us by the third party. If we recommend the use of a third party but we will always discuss and agree the associated costs with you first. Barrister's fees for hearings vary considerably, depending on their seniority or speciality.

Our services:

- 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
- Exploring settlement and negotiating settlement throughout the process
- Preparing or considering a schedule of loss/ counter-schedule of loss
- Liaising with the Tribunal and the other party or parties
- Drafting applications to the Tribunal for case management or interim orders or responding to such applications from the other party
- Preparing for (and attending) a Preliminary Hearing
- Exchanging documents with the other party, requesting missing documents (including making any applications to the Tribunal) and agreeing a bundle of documents for use at the hearing
- Taking witness statements, drafting statements and agreeing their content with witnesses
- Preparing the bundle of documents
- Reviewing and advising on the other party's witness statements
- Agreeing a list of issues, a chronology and/or cast list
- Preparation and attendance at Final Hearing, including instructions to Counsel.

Timescales

This is largely determined by the complexity of your case and the Employment Tribunal's waiting times for hearings. Waiting times vary considerably, depending on where your claim will be heard. On average, completion time for an Employment Tribunal claim is estimated to be between 12 - 36 months.

Many claims resolve by settlement or mediated agreement before a full hearing. If such an option is in your interest, we will always pursue it for you. Cases that conclude in this way are usually resolved much more quickly – often in a matter of weeks. But on occasion it takes parties many months to investigate the issues in the case, and get to the point where agreeing a settlement is possible.

[2] These are reviewed annually

Our team

We have a very large team of specialist employment lawyers dealing with Tribunal claims, whose experience and qualifications are listed here. Your case will be allocated to the lawyer who has the most appropriate experience, knowledge of your business or organisation and the availability to deal with it efficiently.

Your employment lawyer will receive guidance, support and supervision in relation to all aspects of your case from a Partner in the team who will be allocated to oversee the work. You may speak to the allocated Partner about your case directly at any stage if you need to.

Name	Title	Qualification	Year passed
Michael Stokes	Partner, Head of Employment and Immigration	Solicitor	01/07/1992
Chris Mayers	Partner, Head of Employment and Immigration in Wales	Solicitor	15/10/1983
Rachel Parkin	Partner	Solicitor	15/09/2009
Rachel Roberts	Partner	Solicitor	15/09/2009
Rebecca Kirk	Partner	Solicitor	01/11/2012
Oliver Weiss	Partner	Solicitor	17/10/2005
Andrea Thomas	Partner	Solicitor	01/07/1996
Oliver Daniels	Partner	Solicitor	01/09/2011
Elizabeth Swinburn	Partner	Solicitor	15/09/ 2000
Nicholas Hall	Partner	Solicitor	15/09/1992
Valerie Lambert	Partner	Solicitor	15/09/2004
Elizabeth McGlone	Partner	Solicitor	15/09/2009
Guy Hollebon	Legal Director	Solicitor	03/09/2001
Peter Orton	Legal Director	Solicitor	17/09/2001
James Watkins	Senior Associate	Solicitor	01/11/2012
Lynne Adams	Senior Associate	Solicitor	01/09/2005
Hifsa O'Kelly	Senior Associate	Solicitor	01/07/2011
Heather Stickland	Senior Associate	Solicitor	15/09/2014
Rowena Kay	Associate	Solicitor	15/09/2003
Helen Cairns-Terry	Associate	Solicitor	01/09/2016
Harpreet Kaur	Associate	Solicitor	15/09/2017
Hannah Wilding	Associate	Solicitor	15/03/2017
Gemma Hill	Associate	Solicitor	15/09/2009
Katherine Dakers	Solicitor	Solicitor	15/01/2019
Ellis Walby	Solicitor	Solicitor	16/09/2019
Heidi Cooper	Solicitor	Solicitor	01/07/2020
Charlotte Herrington	Solicitor	Solicitor	16/03/2020
Rory Ford	Solicitor	Solicitor	05/09/2020
Charlotte Maydell	Paralegal		