



## QUOTE FOR:

# EMPLOYMENT TRIBUNAL CLAIM FOR UNFAIR DISMISSAL

Our range of prices are as follows and we will advise you once we have more information which category of case (simple, medium or high complexity) yours falls into:

- Simple one day case: £10,000-£12,000 (plus VAT)
- Medium complexity 2 day case: £14,000-£17,500 (plus VAT)
- High complexity 2 day case: £18,000-£35,000 (plus VAT)

These prices assume:

- Up to 2 days of final hearing only. We will normally charge £2,250 per additional day of hearing (plus VAT).
- No pre-hearings. If there is to be a pre-hearing we normally assume minimum extra charge of £1,000 (plus VAT).
- The case is dealt with at the Leeds Tribunal.

## DISCLAIMERS

This quote relates to the costs associated with an Employment tribunal claim for unfair or wrongful dismissal ONLY.

Additional claims such as discrimination and whistleblowing will require that we look at the detail of the case before we can provide an estimate. See below in relation to what is included.

If you are a business, the quote assumes the opposing party is professionally represented rather than acting on their own behalf (see below regarding what makes a case more complex).

If you are a business, you may wish to check with your commercial insurers to confirm whether you can fund the defence under any applicable insurance policy. We reserve the right not to act if the insurer's terms are not acceptable to us.

The quote assumes the case is conducted in the Leeds Employment Tribunal. For cases in other parts of the country we will need to add in prices for travel time, travel expenses and often overnight hotel accommodation depending on the location of the tribunal hearing centre and the location of witnesses to be interviewed.

The quote assumes there is no conflict of interest preventing us from acting for you.

## WHAT MAKES A CASE MORE COMPLEX?

The Factors which normally make the difference between a case being a simple case, a medium complexity case and a high complexity case include:

- When it is necessary to make or defend applications to amend claims or to provide further information about an existing claim
- Where there is a need for preliminary hearings – for example where your opponent does not do something they have been ordered by the tribunal to do so that we have to go back to the tribunal to get an order compelling them to do it
- Defending claims that are brought by litigants in person – that is, people who are not professionally represented because this tends to mean we have to do more work because they are not familiar with the procedures which in turn means everything takes longer, sometimes much longer
- Where, because of the behaviour of the other party, we make an application at the end of the case for costs to be paid: these applications are NOT included in our quote
- Complex preliminary issues such as whether a claim has been brought in time
- The number of witnesses – a simple case would normally involve just the dismissing officer and the appeal officer. A more complex case may need more people to give evidence.
- The number of documents – where we have to process hundreds of pages of documents this will necessarily involve much more time. A simple case would not normally involve more than 50 pages of documents.
- A high complexity case would normally involve additional claims such as discrimination or whistleblowing or TUPE. It might also involve more than one claimant. In such cases this quote will not apply and you must contact us for further costing information.



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## WHAT ARE THE LIKELY DISBURSEMENTS?

Travel costs for attending at your premises (to deal with interviewing witnesses and other necessary stages of the case) at 45p per mile (or by public transport if applicable).

For attending hearing outside of the Leeds Employment Tribunal area we will need to add in prices for travel time, travel expenses and often overnight hotel accommodation depending on the location of the tribunal hearing centre and the location of witnesses to be interviewed. VAT at the standard rate will be added to such expenses.

## WHAT SERVICES ARE INCLUDED IN THE PRICE DISPLAYED?

The fees set out above cover all of the work in relation to the following key stages of a claim:

- Taking your initial instructions, reviewing the papers and advising you on prospects of success and likely compensation (this is likely to be revisited throughout the matter and subject to change)
- Preparing claim or response
- Reviewing and advising on claim or response from other party
- Exploring settlement and negotiating settlement throughout the process
- preparing or considering a schedule of loss
- Exchanging documents with the other party and agreeing a bundle of documents
- Taking witness statements, drafting statements and agreeing their content with witnesses
- preparing 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

## ARE THERE ANY SERVICES EXCLUDED FROM THE QUOTE WHICH YOU MIGHT REASONABLY EXPECT TO BE INCLUDED IN THE PRICE DISPLAYED?

- Entering into and dealing with the pre-claim conciliation procedure
- Preparing for (and attending) a preliminary hearing
- Preparing for (and attending) a judicial mediation

## THE EXPERIENCE AND QUALIFICATIONS OF THOSE WHO WILL CARRY OUT THE WORK

The matter will be handled by a member of our team and headed up by one of our principal solicitors or partners. The different stages of the work will be handled at the most appropriate or available level. Our team includes the following individuals:



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