

EMPLOYMENT TRIBUNAL CLAIM FOR UNFAIR DISMISSAL

Example Quote from Gordons



Our range of prices is as follows and we will advise you once we have more information on which category of case yours falls into:

- **Simple One-Two Day Case:** £14,250-£20,000 (plus VAT)
- **Medium Complexity Two-Day Case:** £18,000- £35,000 (plus VAT)
- **High Complexity Two-Day Case:** £35,000-£90,000 (plus VAT)

Please note that the below indicative figures are not quotes. They exclude disbursements (explained below). They relate to unfair dismissal cases only. They do not relate to more complex claims (such as discrimination and whistleblowing).

If you are in any doubt as to the relevant claims applicable to your dispute please contact a member of our team to discuss. More complex claims are likely to be more expensive than the potential costs outlined below.

These prices assume:

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

DISCLAIMERS

This example 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.

The above range of prices also depend on whether a lawyer from Gordons will be the advocate at the final hearing, or whether a barrister is instructed. The fees for representation by a barrister are in addition to the indicative figures set out above (see below – Disbursements).

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 example 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, expenses and often overnight hotel accommodation, depending on the location of the tribunal hearing centre and the location of witnesses to be interviewed.

The example 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, medium-complexity or 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.

VAT is charged at the standard rate of 20%

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- Where there is a need for specific preliminary hearings (i.e. other than routine case management discussions). For example, when your opponent does not do something they have been ordered by the Tribunal to do so, 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. This 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.
- 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.
- 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.

We typically charge based on an hourly rate which varies depending on the member(s) of our team dealing with your matter. The seniority of the member(s) of our team dealing with your case will depend on its complexity. We will discuss this with you when you instruct us.

Generally, we would allow 2-7 days for a Tribunal Hearing, depending on the complexity of your case (although the length of your hearing could be outside of this range). Once we have more details on your case, we will be able to provide a more accurate indication of the possible duration of your hearing.

WHAT ARE THE LIKELY DISBURSEMENTS?

Disbursements are costs related to your matter payable to third parties such as barristers and court fees. You will be responsible for all sums charged by such third parties. Sometimes we may arrange for you to be invoiced direct by them but more typically we will handle the payment of disbursements on your behalf to ensure a smoother process. For instruction of barristers and others where we will normally pay them direct, we will require you to provide funds in advance to us before we incur such costs.

Disbursements can include:

- 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 at cost).
- For attending a hearing outside of the Leeds Employment Tribunal area, we will need to add in prices for travel time, 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.
- The fees associated with a barrister will depend on the specific barrister, their experience, the complexity of the issues, the volume of documentation, the amount of work they need to undertake and the length of the hearing.

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They also vary between barristers' chambers as different chambers have different fee rates. However, as a guide, barrister's fees could be between £1,500 - £10,000 per day excluding VAT, charged at 20% (depending on seniority and experience of the barrister and the complexity of your case) for attending a Tribunal Hearing. In addition, there would be a brief fee which covers much of the case preparation. Once again, please contact a member of our team to discuss the potential options and costs in this regard.

WHAT SERVICES ARE INCLUDED IN THE PRICES 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 claims or responses from the 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 on a bundle of documents.
- Taking witness statements, drafting statements and agreeing on their content with witnesses.
- Preparing a bundle of documents.
- Reviewing and advising on the other party's witness statements.
- Agreeing on a list of issues, a chronology and/or a cast list.
- Preparation and attendance at Final Hearing, including instructions to Counsel
- Preparing and finalising any settlement or COT3 agreement between the parties.

Depending on the complexity of the matter and the specific work required the range of fees estimated above may increase or decrease. Further, you may wish to handle the claim yourself in whole or in part and only seek our advice in relation to some of the stages. This can be discussed on a case-by-case basis with a member of our team and may positively impact the related costs.

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) non-routine preliminary hearings
 - Preparing for (and attending) a judicial mediation.
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MEET THE TEAM:

PHILIP PAGET

PARTNER

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Philip is a highly experienced employment specialist covering the full spectrum of advice and support. A seasoned tribunal advocate many successful defences at tribunal and appeal. Philip is a trusted adviser across a broad range of sectors including retail, hospitality/food and drink, education, logistics and warehousing, manufacturing, and charities/third sector. He regularly provides strategic advice on large corporate planning and re-structuring exercises.

MARY WALKER

PARTNER

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With 25 years of experience in employment law, Mary is commercial and proactive. Mary specialises in board room advice, high worth negotiations, TUPE and employment litigation especially the defence of complex discrimination or whistleblowing claims.

OLIVER ALLANACH

SOLICITOR

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Oliver is an employment law specialist on matters including, Employment Tribunals, defending employers against a wide range of claims, also advising on changes employment policies, outsourcing agreements and employees on negotiated exits and settlement agreements.

MIKE PATTERSON

SOLICITOR

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Mike has cross-sector experience from IT to manufacturing, finance to food and drink, Mike supports HR teams, senior employees, company directors and SMEs. He advises on all areas of employment law, from recruitment to dismissal, including restructures, severance/settlement packages and tribunal claims.

JESSICA SMITH

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Jessica assists on a wide variety of contentious and non-contentious employment matters including defending employment tribunal claims, drafting settlement agreements and carrying out due diligence in corporate transactions.

TEGAN KNAPPY

CHARTERED LEGAL EXECUTIVE

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Tegan joined the firm under the legal apprenticeship scheme and has experience in assisting with a broad range of employment matters. Drafting employment contracts, policies, delivering training sessions, advising individual employees and defending employers against Employment Tribunal claims, including unfair and wrongful dismissal and discrimination.

ABBIE LITTLE

SOLICITOR

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Abbie is a solicitor in the Employment team, having completed her training contract at Gordons in 2025.