



## **Steptoe & Johnson UK LLP Employment Transparency**

Our pricing for bringing and defending claims for unfair or wrongful dismissal in the Employment Tribunal:

- Simple case: £25,000 - £35,000 (excluding VAT)
- Medium complexity case: £35,000 - £75,000 (excluding VAT)
- High complexity case: £75,000 - £100,000+ (excluding VAT)

Factors that could make a case more complex:

- If it is necessary to make or defend applications to amend claims or to provide further information about an existing claim
- Defending claims that are brought by litigants in person
- Making or defending a costs application
- Complex preliminary issues such as whether the claimant is disabled (if this is not agreed by the parties)
- Preliminary hearings
- The number of witnesses and documents
- If it is an automatic unfair dismissal claim e.g. if the employee is dismissed after blowing the whistle
- Allegations of discrimination which are linked to the dismissal
- Multiple day Trials

There may be an additional charge for attending a Tribunal Hearing of up to £2000 per day (excluding VAT) if external Counsel is instructed.

### **Disbursements**

Disbursements are costs related to your matter that are payable to third parties, such as Counsel fees. We handle the payment of the disbursements on your behalf to ensure a smoother process. You will remain ultimately responsible to pay us in respect of those disbursements. You may be required to provide us with money on account of those costs before those costs are actually incurred. Those monies will be held on our client account until payment of the disbursement is required.

## **Key Stages**

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 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 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
- Preparing for (and attending) a Preliminary Hearing
- 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 and advocacy at Final Hearing, or including instructions to Counsel

The stages set out above are an indication and if some of stages above are not required, the fee will be reduced. You may wish to handle the claim yourself and only have our advice in relation to some of the stages. This can also be arranged on your individual needs.

## **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. If a settlement is reached during pre-claim conciliation, your case is likely to take six weeks. If your claim proceeds to a Final Hearing, your case is currently likely to take over a year to get to trial. This is just an estimate and we will of course be able to give you a more accurate timescale once we have more information and as the matter progresses.

***Please note that we do not represent individuals in respect of litigation at the Employment Appeal Tribunal.***