

GLAISYERS

ETL
GLOBAL



SERVICE & PRICING

EMPLOYMENT TRIBUNAL

Employment Tribunal

All members of the Employment Team at Glaisyers are qualified solicitors who are highly experienced litigators used to managing claims in Employment Tribunals and Civil Courts. From the outset we will discuss your objectives and agree a litigation plan aimed at achieving an outcome that meets those objectives. We will provide you with regular cost updates and ensure that the costs remain proportionate to the issues in dispute at all times. We will also provide you with clear and commercial advice ensuring you are regularly kept up to date with the progress of your case. Our overriding objective is to secure the best possible outcome for you as our client as efficiently, commercially and cost effectively as possible.

We always agree transparent arrangements for charging our fees and we can also offer, if appropriate, a range of charging options including fixed fee, capped fee or one-off arrangements.

Some clients may also have legal expenses insurance which would cover our fees, which we will discuss at the outset of being instructed.

Unfair Dismissal - Simple case

Range of costs:	£5000, £12,500 plus VAT & disbursements (dependent on the complexity of the issues)
Hourly rates:	Partner £275 plus VAT Senior Solicitor £225 plus VAT Junior Solicitor £205 plus VAT Trainee Solicitor £175 plus VAT Legal Assistant £125 plus VAT
Disbursements: Counsel's fees:	£500 - £1000 - Attending Preliminary hearing £500 - £1500 - Advising in conference £500 - £2000 - Attending Final hearing or Judicial Mediation. <i>All figures subject to VAT and dependent on the complexity of the issues and seniority of member of counsel instructed.</i>

The above pricing will cover the main stages of the litigation:

- ▶ Taking your initial instructions, reviewing the papers and advising you on merits (this is likely to be revisited throughout the claim and subject to change)
- ▶ Entering into ACAS early conciliation to explore whether a settlement can be reached
- ▶ Preparing the claim form, outlining your case and the nature of the dispute
- ▶ Preparing the response form where a claim is brought against you
- ▶ Drafting the document that sets out further factual detail of your claim and the legal basis for it
- ▶ Drafting your defence to the claim including the legal basis for your defence
- ▶ Reviewing and advising on the claim or defence from the other party
- ▶ Preparing or advising on a schedule of loss

- ▶ Dealing with disclosure of key documents and agreeing a bundle of documents
- ▶ Taking and preparing witness statements
- ▶ Agreeing a list of issues and/or a chronology
- ▶ Settlement discussion or negotiations
- ▶ Preparation for the Final hearing and instructing Counsel Employment Tribunal

Factors that can make a case more complex and affect the pricing:

- ▶ Where it is necessary to amend a claim or defence
- ▶ Dealing with complex preliminary issues
- ▶ The number of witnesses and documents
- ▶ The number of claims brought and where claims involve issues such as discrimination or whistleblowing
- ▶ Mediation during the proceedings that requires meetings or attendance at the Employment Tribunal
- ▶ Defending claims brought by litigants in person
- ▶ Dealing with other key steps as ordered to do so by the Employment Tribunal or dealing with provisional decisions.

Medium complexity Case

Costs and services for a two-day hearing include all those mentioned above. However, the top end of the range of costs may rise to £25,000 in order to reflect the additional tribunal time and more preparation (e.g. more witnesses or evidence to review). Also counsel's fees would be more, possibly rising to £2500, at the top end, of attending the final hearing.

High complexity Case

If the hearing will be three or more days fees are likely to be in the region of £15,000 - £50,000 depending on whether it is a 3, 4, 5 or 10-day hearing. Similarly counsel's fees will be greater. These fees will be determined by and discussed with them.

Wrongful Dismissal

Range of costs:	£5000 - £10,000
Hourly rates:	Partner £275 plus VAT Senior solicitor £225 plus VAT Junior solicitor £205 plus VAT Trainee Solicitor £175 plus VAT Legal Assistant £125 plus VAT
Disbursements: Counsel's fees:	£500 - £1000 - Attending Preliminary hearing £750 - £1000 - Advising in conference £1000 - £5000 - Attending Final hearing or Judicial Mediation All figures subject to VAT and dependent on the complexity of the issues and seniority of the member of counsel instructed. Court fees - the current court fees can be found here .

Pricing Addendum

In terms of determining the complexity of a case, the type of factors which are taken into consideration include the following:

1. Whether there are allegations of discrimination.
2. Whether the case involves issues of automatic unfair dismissal, for example, being dismissed for blowing the whistle or raising health and safety concerns in the workplace.
3. The number of interlocutory applications which have to be made in the course of the litigation.
4. The number of witnesses and volume of documentation involved.
5. Dealing with preliminary issues such as whether a Claimant meets the definition of disability under the provisions of the Equality Act 2010.
6. Whether a party is acting in person (ie, without legal representation).

Services

- ▶ Pre-claim negotiations
- ▶ Correspondence and liaising with other parties and ACAS
- ▶ Drafting and issuing proceedings
- ▶ Preparation and review of evidence (disclosure)
- ▶ Drafting witness statements
- ▶ Meetings with Counsel Liaising with the Court
- ▶ Preparing trial bundle
- ▶ Attending final hearings



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The information included is correct as of the 7th January 2021.

Some costs included are from third-party organisations and we have no control over their pricing. The information related to the third-party organisations is checked every six months and updated at that time, if necessary.