

## EMPLOYMENT TRIBUNALS

The firm offers employment law related advice and act for both claimants and respondents in relation to claims for unfair dismissal and wrongful dismissal before the employment tribunals. There are some claims on which we advise complicated claim such as breach of contract or discrimination claims. In these cases, the exact costs will depend on the individual facts and circumstances of the matter, and it will always be necessary for your contact at our firm to give you an estimate tailored to your specific facts and circumstances.

In most cases, we are happy to provide our clients a fixed fee if we receive a clear and thorough brief and project specification. We usually base this on our hourly fee, along with assumptions and agreements about any potential changes to the scope of the work. The fixed fee gives certainty to the clients and make fees offerings from multiple providers easy to compare. The fixed fees are usually set at the beginning of the engagement and are payable on completion of the work required.

### Our fees

In those remaining cases, we charge on hourly basis. Here below the hourly rate of the professionals involved based on their seniority:

<b>Partner:</b>	<b>£450/hour (+VAT)</b>
<b>Senior Associate:</b>	<b>£330/hour (+VAT)</b>
<b>Associate:</b>	<b>£250/hour (+VAT)</b>
<b>Trainee:</b>	<b>£150/hour (+VAT)</b>

Our rates are subject to review annually. If the rate applicable to a particular matter is varied through that review the client will be notified in writing at the time.

There are several factors that can influence the length of the Tribunal process. Most of the cases settle early and often well in advance of an employment tribunal hearing. There are cases where the employer pays some of the legal fees as part of the term of the settlement.

- **Simple dismissal claims have an average cost between £4,000 (+VAT) to 8,000 (+VAT)**
- **More complex dismissal cases can have average costs of £12,000 (+VAT) to £25,000 (+VAT)**

VAT is charged at current rate of **20%** and will be added where applicable to each bill.

As we know, each case is unique. These are just estimate of the fees; We will provide you with an estimate, tailored to those specific circumstances together with details of the hourly rates of those who will be working on your transaction. The fees are calculated on an estimate of the time required to study the case, draft the employment agreement (if so required) and conduct the litigation in front of the Tribunal.

### Disbursements

Disbursements are costs related to an application that are payable to third parties. Disbursements are charged in addition to the fees noted above. We handle the payment of the disbursements on your behalf to ensure that there is no delay, and these are then added to our invoices. Typical disbursements for an employment claim can include:

- Fees for Counsel (Barrister) to act in the proceedings. These can vary according to seniority, complexity and urgency;
- Miscellaneous charges such as courier/delivery, photocopying or translation charges. These can vary according to urgency and places of collection/delivery. If you are the employer, it is usually required that you pay for the preparation and photocopying of the files used by the parties and the tribunal at the hearing; and
- Expert fees are also excluded.

### **Key stages of your matter**

As part of our estimated fees we will cover:

- Taking your instructions and giving you initial advice;
- Entering into Acas conciliation to explore whether settlement can be reached;
- Reviewing and advising on the claim or response from the other party;
- Advising and exploring settlement opportunities throughout the process;
- Preparing for a preliminary hearing, which may include instructions to counsel to attend;
- Meeting the witnesses, taking and preparing their statements for signature; and
- Preparing for and attending the final hearing, which may include instructions to counsel to attend.

The stages set out above are an indication and if some stages above are not required, the fee will be reduced.

### **Time scale**

The time that it takes depends largely on the stage your case is resolved. If a settlement is reached during pre-claim stage, your case is likely to take one-two months. If your claim proceeds to a final hearing, your case is likely to take up to 12 to 18 months, or there could be longer delays due to reasons beyond our control. If the hearing is expected to take 5-10 days, this time period could be longer. This is largely due to the availability of tribunals to hear your claim.

### **Our Team**

Our team has many years of collective experience in delivering high quality work in employment tribunal claims.

Please email [info@studiopirola.co.uk](mailto:info@studiopirola.co.uk) for more information.