

Employment Tribunal pricing for Employees

Bringing a claim against your employer for unfair or wrongful dismissal can be daunting but as an employee you have legal rights which employers must respect and if you feel you have been unfairly dismissed from your job it is important to get the right advice as soon as possible.

We offer clear advice and practical support to help you secure the best available outcome as quickly and simply as possible.

Should you choose to instruct us our fees to represent you are based on an hourly rate ranging between £161 - £300 plus VAT.

In addition to our costs there are advocacy costs in arranging for you to be represented at a hearing in the Tribunal. Barrister's costs can also include advising and drafting. Barrister's costs can range anywhere between £750 plus VAT and £2,500 plus VAT.

We may have to make other payments on your behalf and these are normally known as disbursements. Disbursements include for example expert's fees, travel expenses, photocopying.

Estimating the overall costs will depend upon the complexity of your claim but based on years of experience a typical case of unfair dismissal which includes proceedings in the Employment Tribunal can range anywhere between £6,000 and £10,000 plus VAT and advocacy costs over a period of between 6 and 12 months.

When we take on your claim we will consider with you the likely timescale for your claim and if we are able to do so provide you with an estimate of your costs and disbursements. We will also consider with you other options for funding including legal expense insurance cover.

As your claim progresses we will update you on timescales and costs and review what work needs to be done.

The typical steps in a claim on your behalf are:

- Writing to your employer and seeking to negotiate a settlement
- Liaising with ACAS regarding Early Conciliation
- Drafting the necessary documentation to commence a claim in the Tribunal
- Reviewing and advising you on your employers response to your claim
- The Tribunal will either issue directions with a timetable for your claim or request a hearing by telephone conference to consider what timetable should be put in place for your claim
- Preparing and submitting a Schedule of Loss
- Preparing a list of all documents relevant to your claim and exchanging with your employer documents
- Preparing witness statements
- Preparing a trial bundle for the final hearing
- Instructing a barrister to represent you at hearings

There may be additional steps which would necessitate an increase in your cost estimate for example

- If there is more than one preliminary hearing
- If an application to the Tribunal to amend a claim is needed
- It may be necessary to make applications to the Tribunal if your employer fails to comply with the timetable or we are unable to comply with a specific order because of unforeseen circumstances.
- Mediation is required
- More work is necessary because of the level of documentation disclosed or the number of witnesses involved
- The estimates do not include appeals

If you require further information before embarking upon a claim contact us on 01264 363 354 or email enquiries@talbotwalker.co.uk.