

Employment Tribunal Fees

Our prices for bringing and defending claims for unfair or wrongful dismissal

Please note that there will be two elements to the prices as set out below:

1. Fees charged by **Prosperity Law LLP**; and
2. Fees payable to **third parties**.

Please ensure that you consider both parts of the price information.

Fees charged by Prosperity Law LLP

We will always have an initial 30 minute consultation, free of charge, with regard to any new enquiry.

Case type	Legal fee*	VAT (charged at 20%)	TOTAL
Simple case	£5,000 - £7,500	£1,000 - £1,500	£6,000 - £9,000
Medium complexity case	£7,500 - £15,000	£1,500 - £3,000	£9,000 - £18,000
High complexity case	Above £15,000	Above £3,000	Above £18,000

* basis of charging = average hourly rate of £250. Hourly rates for fee earners in our employment law team are set out in the 'Qualifications and experience of our team' section below.
 Based on 20 – 30 hours to complete the work for a simple case.
 Based on 30 – 60 hours to complete the work for a medium complexity case.
 Based on more than 60 hours to complete the work for a high complexity case.

Factors that affect the complexity of a case:

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

We will be able to give you an idea of which case type you are likely to have once we receive details of your case from you.

Fees payable to third parties ('disbursements')

Disbursement	Fee	VAT (charged at 20%)	TOTAL
Counsel's fees	£1,500 - £25,000	£300 - £5,000	£1,800 - £30,000
		SUBTOTAL	£1,800 - £30,000

Fees for counsel vary according to the input required, the amount of preparation needed for any hearing and the hourly rates they charge depending upon their level of experience. In exceptional circumstances, counsel's fees may exceed the range stated above. Any fee for counsel would be agreed with you in advance.

Work included and key stages

The precise work and stages involved in bringing an unfair or wrongful dismissal claim vary according to the circumstances. However, we have set out the key stages involved in a typical claim:

- Taking your initial instructions, reviewing the papers and advising you on merits and likely compensation.
- Entering into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached.
- Preparing your claim or response.
- Reviewing and advising on claim or response from the 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 at Final Hearing, including instructions to Counsel.

Services excluded

Our services (within the scope of this costs information) will **not** include any of the following:

- Advice or assistance in relation to any appeal.
- Advice relating to pensions
- Advice relating to tax i.e. the tax treatment of any settlement

Approximate/ average timescales

The time that it takes from 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 6 to 12 weeks. If your claim proceeds to a Final Hearing, your case is likely to take 12-18 months. 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 your case progresses.

Qualifications and experience of our team

Our employment team includes:

Name	Position	Hourly rate (£)	Experience
Rebecca Townsend	Partner	£375 plus VAT	Please refer to Rebecca's bio for full details – Rebecca Townsend – Prosperity Law
Loyd Dietrichsen	Paralegal	£130 plus VAT	Please refer to Loyd's bio for full details – Loyd Dietrichsen – Prosperity Law

Regardless of who works on your matter, they will be supervised by Rebecca Townsend, Partner.