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Employment Fee Transparency

2024

Presented by
Scott Bailey LLP



Employment Fee Transparency

We spend generally more time at work than we do at home. So, when an issue arises between an employer and an employee it is important that it is resolved promptly, efficiently and cost effectively. We are experienced at dealing with both sides in an employment problem, whether for the employer or for the employee.



If your matter relates to an employment settlement agreement (either as an employee or an employer) please contact Ben Ironmonger.

ben.ironmonger@scottbailey.co.uk



If your matter relates to an employment dispute and you are thinking of raising a grievance, or bringing a tribunal claim, or you are an employer faced with a claim, please contact Azmi Quraishie.

azmi.quraishie@scottbailey.co.uk



Employment Claims

Initial Consultation

We offer an initial consultation for up to 45 minutes at a fixed fee of £295.00 plus VAT, a total of £354.00. We will discuss your case with you, explain your legal rights, advise as to our view of your prospects of success and how matters might be progressed together with an indication of likely fees.

Fees for Unfair Dismissal or Wrongful Dismissal Claims

Every case is unique. The costs of bringing or defending a claim will depend upon the amount of time that our lawyers need to spend on the case. In turn this will depend upon the issues and the degree of complexity. We have set out below a general guide as to average costs in bringing or defending an unfair or wrongful dismissal case dependent upon the degree of complexity.

For particularly complicated or protracted cases, fees can increase above the guidelines below:

Fees for a straightforward case	Fees for a more complex case	Fees for a very complex case
£1,200 to £1,800 including VAT	£9,000 to £18,000 including VAT	£18,000 to £6,000 including VAT



The complexity of an employment claim may increase along with the fees (within the bands of fees set out above) for a number of reasons.

These might include:

- If it becomes necessary to make or defend an application to amend a claim or to obtain further information about a claim.
- The number of witnesses, and the amount of documents, that may be involved.
- Allegations of discrimination and/or harassment.
- Appeals.

Advocacy Fees

In addition to the above fees if the matter proceeds to a hearing before the Employment Tribunal you may incur Counsel's fees which are estimated to be between £1,500.00 plus VAT and £3,500.00 plus VAT (£1,800.00 and £4,200.00 including VAT) per day depending upon the seniority of your Barrister.

Typical stages of a Claim

The fees that we have set out above will typically cover all work incurred in relation to the following stages of a claim:

- Taking your initial instructions, reviewing any paperwork and advising you on the merits (or lack of merits) of your case.
- Advising in respect of and engaging in any suitable and appropriate alternative to proceedings before an Employment Tribunal such as mediation.
- Preparing a claim for submission to the Tribunal or preparing a response to a claim.



- Considering a claim that has been received from a Tribunal or a response to a claim.
- Discussing with you and advising in relation to a potential settlement and negotiating with the other party with a view to reaching a resolution.
- Considering and calculating the amount of compensation claimed.
- Preparing for and attending any preliminary hearing.
- Preparation of bundles of documents and exchanging documents with the other party.
- Drafting witness statements.
- Preparing a hearing bundle for use at the final hearing.
- Preparation of such other documents that may be required by the Tribunal such as Case Summaries and the preparation of Skeleton Arguments for use at the final hearing.
- Instructing counsel to represent you at the final hearing.

Some of the above stages are not required and that will have the effect of reducing the amount of fees. If you represent yourself before the Tribunal and our involvement is limited to advising you in relation to the process and any one or more of the above stages our fees will also be reduced and we will let you have an estimate of the fees that you would incur.

Our Approach

Whether we act for an employer or an employee we recognise and understand how stressful and particularly expensive a dispute between an employer and an employee may be. The nature of such disputes will invariably take up a disproportionate amount of your time. Time which invariably could be spent more productively whether at work or at home. Our approach therefore is to explore with you and to seek productive and pragmatic ways of resolving your dispute effectively without recourse to an Employment Tribunal.



Settlement Agreements

Our standard fees for advising employees as to the nature terms and effects of a settlement agreement are between £350 plus VAT (total £420) and £750 plus VAT (total £900) depending upon the circumstances giving rise to the production of a settlement agreement and the complexity of the agreement.

The employee is our client, and is responsible for our costs. However, usually the employer will contribute to the legal costs of the employee, and we generally agree to not exceed such contribution. If you are an employer and require a settlement agreement, or other employment contracts preparing, please contact us for a bespoke quote.

Prices and fees quoted are subject to change. Prices quoted are correct as at the time of printing. Please contact the relevant department for up-to-date prices and bespoke quotes.