

PRICING

Employment Fee Transparency

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 is a Solicitor admitted in 2013 and has extensive experience of dealing with employment contracts and Settlement agreements.

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 Quraisha. Azmi is a Solicitor Advocate admitted in 2010 and an ADR Accredited Civil & Commercial Mediator. Azmi is experienced in dealing with contested employment matters, predominantly acting for businesses.

azmi.quraisha@scottbailey.co.uk



Employment Claims

We undertake a broad range of employment law actions from both the employer and employee perspective. No two employment disputes will be the same, with each taking their own path towards being settled and as such requiring a different level of input from ourselves. The information below is intended to give you an idea of the level of charges you could see at each stage of your matter. All fees are subject to VAT at 20%.

Our standard hourly rates charged by the employment team for all non-fixed fee matters are as follows:

Job Title	Hourly Rate
Partner (Solicitor)	£350 plus VAT
Solicitor	£295 plus VAT
Paralegal/Trainee/Apprentice	£275 plus VAT
Legal Assistant	£180 plus VAT



Initial Consultation

We offer an initial consultation for up to 45 minutes at a fixed fee of £350.00 plus VAT, a total of £420.00. 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
£5,500 to £15,000 plus VAT and disbursements	£15,000 to £80,000 plus VAT and disbursements	£80,000 to £150,000 plus VAT and disbursements



Length & Complexity

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, particularly if the matter proceeds to a Tribunal.

We assess and review fees taking into account the individual circumstances and complexity of your matter as inevitably the more work required the higher the legal costs.

For example, a case that has several witnesses will not only increase the amount of work required but also the length of time, particularly of the final hearing. Whilst it is for the tribunal to determine the length of time needed to hear the claim, consideration is given to the number of witnesses and the complexity of the issues in dispute.

Other factors that affect to cost and length of a claim can include whether it becomes necessary to make or defend an application to amend a claim or to obtain further information about a claim; the number and amount of documents, that may be involved; the specific allegations of discrimination and/or harassment and of course appeals. This is not an exhaustive list and as such it is important to remember that the cost and time estimates in this guide as a very brief guide.

It is also worth bearing in mind that a case that settles early by successful negotiation or mediation will have comparatively lower legal fees than one that proceeds to a final hearing. Our expert team are also able to navigate methods of alternative dispute resolution where required.



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 £3,000 plus VAT and £5,500 plus VAT (£3,600 and £7,200 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 would form part of the Initial Instructions fixed fee as detailed above
- Following the Initial Consultation, once you have agreed to instruct Scott Bailey LLP, we will appoint a legal representative who will provide you with an overview of the stages in the litigation. Depending upon the nature of the case, it can take anywhere between 4 months and 18 months (or occasionally longer) to prepare your case to a final hearing stage.
- Once we have been instructed, we will review any paperwork and advise you on the merits (or lack of merits) of your case.
- We will also advise as to engaging in any suitable and appropriate alternative to proceedings before an Employment Tribunal such as mediation, the use of ACAS or without prejudice discussions with the employee or employer.
- We will then prepare a claim for submission to the Tribunal or the formal response to a claim, the latter of which would include considering a claim that has been received from a Tribunal or a response.
- We will discuss and advise in relation to any potential settlement and where appropriate enter into negotiations with the other party with a view to reaching a resolution.



- Further work would include 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. It is not uncommon when acting for employers that the Tribunal directs bundles are to be prepared by them even if they are the Responded to proceedings.
- In addition to the above, we would consider the preparation of 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, including 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.

We do not offer a no win no fee service or contingency fee arrangements so matters would need to be self-funded. Importantly you may have the benefit of legal expenses insurance which covers your legal costs, and we can discuss and advise you in this regard at the Initial Consultation as detailed above.



Settlement Agreements

Our standard fees for advising employees as to the nature terms and effects of a settlement agreement are between £500 plus VAT (total £600) and £850 plus VAT (total £1020) 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.

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