



H.F.T. GOUGH & Co.

SOLICITORS

Employment Tribunals Costs Advice

We have an experienced team of employment specialists. Hourly fee rates for our employment law team range from £150.00 to £300.00 (plus VAT). You can find out more about our hourly rates within this firm's Client Care Terms and Conditions:

Our costs for bringing and defending claims before a Tribunal (up to, but not including, attendance at a Hearing) are;

1. Routine case lasting no more than one day: £3000.00-£5000.00 plus VAT.
2. Moderately complex cases lasting no more than three days: £5000.00-£7000.00 plus VAT.
3. Complex cases: £7000.00-£12,000.00 plus VAT.

The factors that would make a case more complex include but are not limited to, the following:

1. The need to make or defend interim applications,
2. Acting against litigants in person,
3. The number of witnesses and volume of documentary evidence,
4. Allegations of discrimination

To attend a Tribunal Hearing this firm will charge in the region of £1500.00 to £2000.00 plus VAT. This does not include any Barristers fees.

Disbursements

Disbursements are costs related to your matters that are payable to third parties, such as Court fees and Barristers fees.

A Barrister will usually represent you at a Tribunal Hearing. Hearings are traditionally charged on the basis of a brief fee. The brief fee covers the Barristers preparation for the Hearing and includes a fee for the first day of the Hearing. A further fee (a refresher) becomes payable for each subsequent day of the Hearing.

Brief fees depend on the seniority of the Barrister and on the complexity of the matter. They can start from between £2000.00 and £6000.00 plus VAT for a one-day Hearing. Refreshers range from £1000.00 to £2000.00 plus VAT.

Key Stages

The costs set out above cover all work in relation to a claim:

1. Taking your initial instructions, reviewing the papers and advising you on merits and likely compensation;
2. Entering into a Conciliatory Process through ACASS and the like where it is mandatory or appropriate;
3. Preparing a Claim Form or response to a Claim Form;
4. Exploring settlement and negotiating settlement;
5. Preparing or considering a Schedule of Loss;
6. Preparing for and attending a Preliminary Hearing (if any);
7. Exchanging documents with the other party and agreeing a bundle of documents;
8. Taking Witness Statements, drafting Statements and agreeing their content with witnesses;
9. Preparing bundle of documents for Trial;
10. Reviewing and advising on the other parties Witness Statements and evidence;
11. Agreeing a list of issues and Chronology; and
12. Preparation and attendance at Final Hearing, including instructions to Counsel.