

Lightfoots

SOLICITORS

PRICING
INFORMATION

Employment
Law for
Employers

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Pricing Information – Employment Law for Employers

The fees set out on this page cover all of the work in relation to the following key stages of a claim pursued by a former employee for unfair or wrongful dismissal:

- Taking your initial instructions, reviewing the papers and advising you on your chances of winning and likely compensation the individual may recover if you lose (this is likely to be revisited throughout the matter and subject to change)
- If applicable, entering into pre-claim conciliation to explore whether a settlement can be reached
- Completing and submitting the Tribunal response form (called an ET3) on your behalf
- Exploring settlement and negotiating settlement at any time throughout the process
- Considering the individual's 'Schedule of Loss' when required and preparing any counter schedule ordered
- Preparing for (and attending) a Preliminary Hearing
- Exchanging documents with the other party
- Taking witness statements, drafting statements and agreeing their content with witnesses
- Agreeing and preparing a file of relevant documents for the Tribunal
- Reviewing and advising on the other party's witness statements
- Agreeing a list of issues, a chronology and/or cast list if required by the Tribunal before the Trial
- Preparation for Trial, including instructions to Barrister
- The stages set out above are an indication and if some of stages above are not required, the fee will be reduced.

How long will the matter take?

- The time it takes from taking your initial instructions to the final conclusion of your matter depends largely on what stage it is at when it's resolved and whether or not settlement is explored. If a settlement is reached during pre-claim conciliation, then it is likely to be resolved within 1-2 months. If the individual's claim proceeds to a trial, the time will be much longer and largely depends on the complexity of the issues involved and the Tribunal's availability. Tribunal cases are currently taking around 12-18 months to reach a final hearing. This is just an estimate however and we will be able to give you a clearer indication as the matter progresses.
- The Tribunal will give a time estimate once the preliminary issues are established. Most straight forward cases will be listed for 1-2 days at the tribunal, often with an additional day to decide on compensation. However, if the individual's case is more complex, involves issues of disability for example or involves a number of witnesses then hearings can often last 3-5 days (sometimes longer). The Tribunal may give their decision on the final day of the hearing once all the evidence has been heard, however it is increasingly more common for the Tribunal to deliver their decision in writing at a later date.

Lightfoots Solicitors Fees

A guide of the likely costs if you instruct us to advise and arrange representation for you in a tribunal claim received for unfair or wrongful dismissal is provided below. The fees listed are an estimate only not a binding quotation.

There is no such thing as an average case. Accordingly, after discussing with you the details of the case you are facing and what you want to achieve, we will provide you with a written estimate to carry out the work which may differ from the pricing below.

It can be misleading to estimate total costs to take a case all the way to trial, as most cases are resolved before they reach that stage. However, if a case does go all the way to trial, and you require legal representation throughout (which is not compulsory), we estimate our fees (excluding expenses) as follows:

- Simple case: £10,000-£15,000 (excluding VAT at a rate of 20%)
- Medium complexity case: £15,000- £25,000 (excluding VAT at a rate of 20%)
- High complexity case: £25,000 – £50,000 (excluding VAT at a rate of 20%)

The estimates above are based on working being charged on a time spent basis and our currently hourly rates (depending on the fee earner) range from £180 - £275 plus VAT at a rate of 20% per hour, pro rata for part of any hour.

Factors that could make a case more complex

- If once the individual's claim has been issued they apply to amend it to include new information or claims
- Making or defending an application for one side in the case to be ordered to pay the other side's legal costs. (In Tribunals this is unusual and only allowed in exceptional circumstances)
- Complex preliminary issues such as whether, if the case includes a claim for disability discrimination, the claimant is disabled (if this is not agreed by the parties)
- The number of witnesses and documents
- If it is a Public Interest Disclosure claim e.g. if the individual is alleging they were dismissed as a result of reporting illegal conduct by you
- Allegations of discrimination which are linked to the dismissal
- If there are grounds to appeal against the Tribunal's judgment to a higher court

Expenses

- We also charge for expenses such as travel. In tribunal claims the largest expenses that you may have to pay are likely to be barristers' fees.
- Barrister's fees are estimated between £2,500-£5,000 per day excluding VAT (at a rate of 20%) depending on their seniority and experience, for attending a Tribunal Hearing, preparation and advice.
- Our fee for ID Verification is £12 - £24 per person excluding VAT (at a rate of 20%). The fee payable for ID verification depends on the method of ID verification and includes the application/service provider's cost. Such verification is necessary to satisfy our ongoing anti-money laundering and professional conduct obligations. For returning clients, we are obliged to refresh the ID verification process in certain circumstances, including if we last verified your ID over a year ago, so you will be charged accordingly.

Self-representation

- You may wish to handle the claim yourself and only have our advice in relation to some or all the stages. This can also be arranged based on your individual needs. In these cases, our advice is currently charged at £180-£275 (excluding VAT at a rate of 20%) per hour.

Hourly rates

Our experienced Employment Law team is made up of a Partner and Solicitor.

Click on the fee earners name to view their detailed experience.

The particular team member(s) who will be on hand to assist you will depend on your needs.

Name	Job Title	Year of qualification	Year joining Lightfoots	Hourly Rate
Louise Nunn	Partner	2007	1998	£275 + VAT at 20%
Charlotte Coles	Solicitor	2023	2019	£180 + VAT at 20%

Louise Nunn
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