

Pricing Information

EMPLOYMENT TRIBUNAL (EMPLOYERS) – FEE STRUCTURE

Acting for Employers in the Employment Tribunal

We set out below our pricing structure for acting on behalf of employers defending claims for unfair dismissal (including constructive dismissal) or wrongful dismissal brought by an employee in the Employment Tribunal. These charges are based on hourly rates and so the amount of our charges will depend upon the amount of work that we do on your behalf.

Settlement

Many employment disputes that we deal with result in settlement. If settlement negotiations are successful, you may only incur a portion of the costs estimated below and your costs could therefore be much lower.

The range of prices set out below are estimates. We have set out below some indicative factors that might make the case more complex and, therefore, more expensive. In some cases, this may result in the costs being higher than the top of the estimate range provided.

Alternative Funding

You may have insurance that covers your legal costs of defending a claim for unfair dismissal or wrongful dismissal. Depending on the terms of your cover, you may not need to pay anything towards our charges at all, simply pay a policy excess, or meet any shortfall between our hourly rate and the hourly rate that your policy will cover.

Hourly Rates

Our hourly rates range from £240 – £600 including VAT, depending upon the seniority and location of the solicitor or partner instructed. Where we use a paralegal to assist on a case to minimise costs, their charges will be in the range of £120 per hour including VAT.

Hearings

Hearings before the Employment Tribunal relating only to wrongful or unfair dismissal typically last for between 1-3 days. The duration will depend upon several factors, including the complexity of the case and the number of witnesses.

Estimated charges for defending claims for unfair dismissal and/or wrongful dismissal

Simple cases (one day hearing) £9,120 - £22,800 (including VAT)

Medium complexity case (two day hearing): £13,440 - £33,600 (including VAT)

High complexity case (three day hearing): £17,760 - £44,400 (including VAT)

Each of the above estimates includes the cost of us attending a Tribunal Hearing.

Disbursements – Barrister’s fees:

If the matter proceeds to a hearing, we will usually need to instruct a barrister on your behalf. The barrister will charge a Brief Fee, which includes all the preparation work that they carry out prior to the hearing as well their charge for attending upon the first day of the hearing. Where the hearing takes more than one day, the barrister will additionally charge a “refresher fee” for each subsequent day of the hearing. We have included estimates for the barrister’s fees below (these vary depending on the experience of the barrister and in complex cases could exceed the top of the range provided).

Preliminary hearing: £600 to £2,400 (including VAT)

Main hearing brief fee: £1,200 to £18,000 (including VAT)

Main hearing refresher fee: £600 to £6,000 (including VAT)

Factors that could make a case more complex:

- If it is necessary to make or defend applications to amend claims or to provide or request further information about an existing claim
- If it is necessary to make or defend applications about a claim or part of a claim being out of time.
- Complex preliminary issues such as whether the claimant is an employee

- If it is necessary to have a preliminary hearing other than one preliminary hearing to deal with purely procedural matters
- If the other side is not represented by a lawyer
- The number of documents and the efficiency of the process by which you provide them to us
- If it is necessary to make, consider or defend an application for specific disclosure
- The number of witnesses and the amount of evidence required from witnesses
- Allegations of discrimination or whistleblowing which are linked to the dismissal and/or other types of automatic unfair dismissal claim.
- If we enter into mediation or have extensive correspondence or discussions relating to settlement
- Making or defending a costs application or deposit order application

The estimated fees set out above cover all of the work in relation to the following key stages of a claim:

- Taking your initial instructions, reviewing the papers and advising you on merits and potential compensation (this is likely to be revisited throughout the matter and subject to change)
- Entering into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached;
- Preparing your defence to the claim
- Reviewing and advising on your defence to the claim or the response from other party
- Exploring settlement and negotiating settlement throughout the process if applicable
- Preparing or considering a schedule of loss
- Preparing for a case management 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 or reviewing a bundle of documents
- Reviewing and advising on the other party's witness statements
- Agreeing a list of issues, a chronology and/or cast list if required
- Preparation and attendance at Final Hearing, including instructions to Barrister.

EMPLOYMENT TRIBUNAL (INDIVIDUALS) – FEE STRUCTURE

Acting for Employees in the Employment Tribunal

We set out below our pricing structure for acting on behalf of individuals bringing claims for unfair dismissal (including constructive dismissal) or wrongful dismissal against an employer in the Employment Tribunal. Our charges are based on hourly rates and so the amount of our charges will depend upon the amount of work that we do on your behalf.

Settlement

Many employment disputes that we deal with result in settlement. If settlement negotiations are successful, you may only incur a portion of the costs estimated below and your costs could therefore be much lower.

The range of prices set out below are estimates. We have set out below some indicative factors that might make the case more complex and, therefore, more expensive. In some cases, this may result in the costs being higher than the top of the estimate range provided.

Alternative Funding

You may have insurance that covers your legal costs of bringing a claim for unfair dismissal or wrongful dismissal. Depending on the terms of your cover, you may not need to pay anything towards our charges at all, simply pay a policy excess, or meet any shortfall between our hourly rate and the hourly rate that your policy will cover. It is possible also that your policy may only cover you for part of your claim, usually once a claim has been issued.

You may also be a member of a trade union or professional body who will pay or contribute to your legal fees as above.

Hourly Rates

Our hourly rates range from £240 – £720 inc VAT, depending upon the seniority and location of the solicitor or partner instructed. Where we use a paralegal to assist on a case to minimise costs, their charges will be in the range of £120 per hour inc VAT.

Hearings

Hearings before the Employment Tribunal relating only to wrongful or unfair dismissal typically last for between 1-3 days. The duration will depend upon several factors, including the complexity of the case and the number of witnesses.

Simple cases (one day hearing) £9,120 - £22,800 (including VAT)

Medium complexity case (two day hearing): £13,440 - £33,600 (including VAT)

High complexity case (three day hearing): £17,760 - £44,400 (including VAT)

Each of the above estimates includes the cost of us attending a Tribunal Hearing.

Disbursements – Barrister’s fees:

If the matter proceeds to a hearing, we will usually need to instruct a barrister on your behalf. The barrister will charge a Brief Fee, which includes all the preparation work that they carry out prior to the hearing as well their charge for attending upon the first day of the hearing. Where the hearing takes more than one day, the barrister will additionally charge a “refresher fee” for each subsequent day of the hearing. We have included estimates for the barrister’s fees below (these vary depending on the experience of the barrister and in complex cases could exceed the top of the range provided).

Preliminary hearing: £600 to £2,400 (including VAT)

Main hearing brief fee: £1,200 to £18,000 (including VAT)

Main hearing refresher fee: £600 to £6,000 (including VAT)

Factors that could make a case more complex:

- If it is necessary to make or defend applications to amend claims or to provide or request further information about an existing claim.
- If it is necessary to make or defend application about a claim or part of a claim being out of time.
- Complex preliminary issues such as whether the claimant is an employee, whether they are disabled or whether a disclosure meets the legal definition of whistleblowing (if this is not agreed by the parties).
- If it is necessary to have a preliminary hearing other than one preliminary hearing to deal with purely procedural matters.

- If the other side is not represented by a lawyer.
- The number of documents and the efficiency of the process by which you provide them to us.
- If it is necessary to make, consider or defend an application for specific disclosure.
- If it is necessary to make or review disclosure in more than one tranche.
- The number of witnesses and the amount of evidence required from witnesses.
- Making or defending a costs application or deposit order application.

The estimated fees set out above cover all of the work in relation to the following key stages of a claim:

- Taking your initial instructions, reviewing the papers and advising you on merits and potential compensation (this is likely to be revisited throughout the matter and subject to change)
- Entering into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached;
- Preparing your claim
- Reviewing and advising on your claim or the response from other party
- Exploring settlement and negotiating settlement throughout the process if applicable
- Preparing or considering a schedule of loss
- Preparing for a case management 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 or reviewing a bundle of documents
- Reviewing and advising on the other party's witness statements
- Agreeing a list of issues, a chronology and/or cast list if required
- Preparation and attendance at Final Hearing, including instructions to Barrister

IMMIGRATION FEE STRUCTURE

The pricing information below sets out our charges for the preparation and submission of immigration applications, excluding asylum applications.

Fixed Fee Consultations

We offer an initial fixed fee consultation by appointment to take your initial instructions, consider the various immigration options with you and give preliminary advice. The cost of this initial fixed fee appointment is £480 (including VAT).

Applications under the Immigration Rules

All work done by us in relation to the following types of applications will be charged on a time basis. Our hourly rate for carrying out this work is £420 (including VAT). We set out below our estimate of the likely range of fees in respect of the most common types of application:

Type of Application under the Immigration Rules	Our likely fee range: (including VAT)
Tier 1 Entrepreneur initial application (inclusive of drafting a business plan)	£10,200- 12,000
Tier 1 Investor	£9,000-12,000
All other applications for work, business or study under the Points-Based System	£3,000-3,600
Points-Based System Dependent's visa (applying separately from/with the main applicant)	£1,200- 1,500
Spouse, partners, fiancés and proposed civil partners	£3,000-4,800
Ancestry Visas	£3,600- 4,000
Student and work experience visas	£2,400-3,600
Visit visas (for tourism, or visiting friends/family)	£2,400-3,000
Dependent and family reunion applications	£4,200-6,000

Indefinite leave to remain applications under the 10-year rule	£3,000-3,600
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Applications for naturalisation or registration under the British Nationality Act 1981	£2,400-3,000
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Applications on behalf of European Economic Area (EEA) nationals and their family members under the applicable EEA Regulations or Immigration Rules, including applications for permanent residence, residence cards, and registration certificates	£2,500-3,600
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Please note that our fees in relation to applicants making an initial entry application from overseas will not be subject to VAT.

Work the hourly fee includes:

- Attending upon you and taking your detailed instructions regarding your circumstances;
- Advising you regarding the options available to you and recommending the most appropriate application for you to make;
- Advising you on timelines;
- Advising on the requirements of the Immigration Rules and on whether you meet the criteria;
- If you do not fulfil certain criteria, discussing how this can be overcome;
- Considering the supporting documents you provide;
- Where necessary, helping you to obtain further evidence (such as medical records and bank statements) including taking statements of any witnesses;
- Preparing and submitting the application on your behalf;
- Advising regarding the outcome of your application;
- If you are required to attend a Home Office interview, offering clear advice and discussing the possibility of us attending with you;
- Giving advice on the outcome of your application and any further steps you need to take.

Work the above fee does not include:

- Where the Home Office refuse the application, providing you with advice and assistance in relation to any appeal.

Please also note that the actual number of hours work that will be needed in your case may vary, depending upon the circumstances of your case and so the likely range of fees set out above may

be exceeded. Factors that may mean that your case may take longer than our estimate include the following:

- Whether the application is a first-time application or an extension;
- Whether there are multiple dependents (e.g. children);
- What language you speak;
- The number of witnesses;
- Whether you need to attend a Home Office interview;
- Whether it is a fast-track or premium application;
- How clearly you meet the Immigration Rules;
- The number of supporting documents;
- How promptly you are able to produce the required documents;
- The length of time it will take to obtain any missing documents;
- Whether documents need to be translated.

Disbursements

Disbursements are costs related to your matter that are payable by you to third parties, such as visa fees. These items are in addition to our fees set out above. We handle the payment of some disbursements on your behalf, and the cost of these will be added to your final bill.

Disbursements that we handle on your behalf include:

- **Interpreters' fees** – You are not required to use an interpreter of the firm's choosing and you may wish to will bring a friend or another community figure to come and help interpret. However, if professional interpreter services are required, their costs typically range from £54 – £84 per hour (inc VAT). The number of hours required with an interpreter will depend on the complexity of your case. Simple cases may only require around 2 hours services (£108- £168), but more complex matters may need 10- 15 hours (£540- £1,260).
- **Independent expert reports** – e.g. medical experts. These may not be required in many cases, but we will let you know as soon as possible if we consider an expert report is necessary, together with the likely cost.
- If we attend any Home Office interviews with you, there will be additional disbursements in respect of any travel expenses that we incur.

Disbursements that will be paid directly by you:

You will be responsible for paying any Home Office application fees directly to the Home Office. You can find more information regarding these fees by visiting this web address <https://www.gov.uk/government/publications/visa-regulations-revised-table>

Timeline

We cannot guarantee how long the Home Office will take to process your application. Read the current processing times here.

Subject to the prompt response of clients to produce the required documents, we will normally be able to submit applications within an average of 2 months of you instructing us. We will let you know at the earliest opportunity if it is likely to take longer.

Please note the anticipated number of hours and fees are an estimate based on the facts above. All applications are likely to vary and of course, we can give you a more accurate estimate once we have more information about your specific case.

Other Information

You may need to pay for UK healthcare as part of your immigration application. More information regarding this can be found here- <https://www.gov.uk/healthcare-immigration-application>