

Employment and Representation Fees

for businesses (not claimants)

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Listed below are ranges of **Laceys' normal fees for providing advice and representation to businesses** (referred to as the **Respondent**) for **claims by an ex-employee** (referred to as the **Claimant**) for unfair dismissal or wrongful dismissal.

They are on the assumption it is a case that proceeds normally.

The actual fees are calculated on a time basis in accordance with the terms of our engagement. Specific experience and qualifications can be seen in individual profiles on our website. As detailed below, 20% VAT is charged in addition to our fees.

1. Initial Advice

The fees below only apply to unfair and/or wrongful dismissal (not above £25,000) and do not involve any aspect of discrimination or automatically unfair dismissal claims (e.g. whistleblowing).

Laceys will first need to receive all relevant information and documents in order to provide initial advice on the potential claims. The initial advice is limited to reviewing the relevant documents and providing a brief written summary of any advice.

Laceys' fees for providing such initial advice are in the following range:

For unfair OR wrongful dismissal only	£800 to £2,900 plus £160 to £580 VAT totalling £960 to £3,480
For unfair AND wrongful dismissal	£1,000 to £3,750 plus £200 to £750 VAT totalling £1,200 to £4,500

2. Claims before the Employment Tribunal against a Claimant for unfair or wrongful dismissal

Initial Steps of the Claim – Drafting the Response to the claim

It is often appropriate to advise that specialist counsel draft the formal Response to a claim and to represent a Respondent at any hearing. Counsel's fee will depend on the client's budget and preferred seniority and experience of counsel.

Counsel's fees for drafting the Response ONLY (and not advising on any aspect of the claim):	
For unfair OR wrongful dismissal only	£850 to £2,950 plus £170 to £590 VAT totalling £1,020 to £3,540
For unfair AND wrongful dismissal	£1,000 to £5,000 plus £200 to £1000 VAT totalling £1,200 to £6,000
However, if Laceys does draft those documents the fee for that are in the following range:	
For unfair OR wrongful dismissal only	£750 to £3,550 plus £150 to £710 VAT totalling £900 to £4,260
For unfair AND wrongful dismissal	£1,000 to £5,900 plus £200 to £1,180 VAT totalling £1,200 to £7,080

Other fees relating to the Claim as follows:

Work undertaken	Cost Range
Reviewing a remedy statement	£500 to £2,950 plus £100 to £590 VAT totalling £600 to £3,540
Advising on disclosure of evidence and reviewing completed disclosure	£750 to £6,000 plus £150 to £1,200 VAT totalling £900 to £7,200
Drafting and reviewing disclosed witness statements	£1,000 to £7,250 plus £200 to £1,450 VAT totalling £1,200 to £8,700
Reviewing a Schedule of Loss	£500 to £2,950 plus £100 to £590 VAT totalling £600 to £3,540
Drafting Statement of Issues	£500 to £2,675 plus £100 to £535 VAT totalling £600 to £3,210
Representation at one day final hearing (assuming NO preliminary hearing)	£1,750 to £7,500 plus £350 to £1,500 VAT totalling £2,100 to £9,000
For all the above Counsel's fees will usually be in the same range	

3. Timescales

The timescales involved in any claim are subject to the orders of the particular Employment Tribunal and vary accordingly.

Generally, from the acceptance of the employer's Response to the claim (the Response), until a final hearing can take six to twelve months. Due to the amount of claims at present, we are aware that it can take some time before a final hearing is heard.

Prior to a final hearing and generally within three months of the Response, both parties will be required to comply with various orders of the Employment Tribunal.

These orders include:

- Requirement to disclose certain documents to the other party
 - *Generally within five weeks of the Response*
- Agree a list of documents to be used at the final hearing
 - *Generally within eight weeks of the Response*
- Producing and exchanging witness statements
 - *Generally within ten weeks of the Response*