

# **Employment and Representation Fees**

for individuals (non-businesses)

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Listed below are ranges of **Laceys' normal fees for providing advice and representation to employees** (referred to as the **Claimant**) for claims against an **employer** (referred to as the **Respondent**) 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	£500 to £1,885 plus £100 to £377 VAT totalling <b>£600 to £2,262</b>
For unfair AND wrongful dismissal	£750 to £2,675 plus £150 to £535 VAT totalling <b>£900 to £3,210</b>

## 2. Claims before the Employment Tribunal against an Employer for unfair or wrongful dismissal

### Initial Steps of the Claim – Drafting the claim

It is often appropriate to advise that specialist counsel draft the formal claim documents and to represent a Claimant 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 <b>initial claim ONLY</b> (and not advising on any aspect of the claim):	
For unfair OR wrongful dismissal only	£850 to £2,890 plus £170 to £578 VAT totalling <b>£1,020 to £3,468</b>
For unfair AND wrongful dismissal	£1,000 to £5,100 plus £200 to £1,020 VAT totalling <b>£1,200 to £6,120</b>
However, if Laceys <b>does draft those documents</b> the fee for that are in the following range:	
For unfair OR wrongful dismissal only	£500 to £3,500 plus £100 to £700 VAT totalling <b>£600 to £4,200</b>
For unfair AND wrongful dismissal	£750 to £5,750 plus £150 to £1,150 VAT totalling <b>£900 to £6,900</b>

### Other fees relating to the Claim as follows:

Work undertaken	Cost Range
Reviewing and response to the claim and advising	£500 to £2,900 plus £100 to £580 VAT totalling <b>£600 to £3,480</b>
Drafting remedy statement	£500 to £1,850 plus £100 to £370 VAT totalling <b>£600 to £2,220</b>
Advising on disclosure of evidence and reviewing completed disclosure	£750 to £3,550 plus £150 to £710 VAT totalling <b>£900 to £4,260</b>
Drafting and reviewing disclosed witness statements	£1,000 to £5,950 plus £200 to £1,190 VAT totalling <b>£1,200 to £7,140</b>
Drafting a Schedule of Loss	£500 to £1,890 plus £50 to £378 VAT totalling <b>£550 to £2,268</b>
Drafting Statement of Issues	£500 to £1,395 plus £50 to £279 VAT totalling <b>£550 to £1,674</b>
Representation at one day final hearing (assuming NO preliminary hearing)	£1,750 to £5,950 plus £350 to £1,190 VAT totalling <b>£2,100 to £7,140</b>
<b>For all the above Counsel's fees will usually be in the same range</b>	

## 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*