

LONDON LAW COLLECTIVE

Our fees for day-to-day employment advice, including the drafting of documents are primarily based on a time spent basis.

Our hourly rates depend on the seniority of the lawyer and are currently as follows:

- **£320-£450** an hour plus VAT (charged at 20%) for our **Directors and Founders**
- **£290-£315** an hour plus VAT (charged at 20%) for our **Senior Associates**
- **£250-£285** an hour plus VAT (charged at 20%) for our **Associates**
- **£100-£150** an hour plus VAT (charged at 20%) for our **Paralegals and Solicitor**

Any legal consultants that are used will be charged in accordance with the hourly rates set out above, as appropriate to their level of seniority.

For specific pieces of work, we can provide a fee estimate before starting the work, and we are sometimes able to agree a fixed-fee. Please contact us for further details.

Our fees for bringing and defending claims in the Employment Tribunal are primarily based on a time spent basis. Our current hourly rates are set out above.

The cost of bringing or defending an employment claim will inevitably vary depending on the complexity of the case.

Defending a simple claim that proceeds to a Final Hearing may cost in the region of £10,000 to £25,000 (plus VAT charged at 20%), excluding disbursements (such as counsel's fees, couriers and photocopying charges).

Defending a complex claim that proceeds to a Final Hearing may cost in the region of £25,000 to £35,000 (plus VAT charged at 20%), excluding disbursements.

Factors that could make a case more complex and which may increase costs above this estimate are:

- If it is necessary to make or defend applications, for example to provide further and better particulars of claim, striking out claims, requests for specific disclosure of documents
- Defending claims that are brought by litigants in person
- Making or defending a costs application
- Complex preliminary issues such as whether the claimant is disabled (if this is not agreed by the parties)
- Instructing an expert
- The number of witnesses and documents
- If it is an automatic unfair dismissal claim e.g. if an employee claims they have been dismissed after blowing the whistle on their employer
- Allegations of discrimination.

Key stages

The 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 likely compensation (this is likely to be revisited throughout the matter and subject to change)
- Entering into early(pre-claim) conciliation to explore whether a settlement can be reached
- Preparing claim or response
- Reviewing and advising on claim or response from other party
- Exploring settlement and negotiating settlement throughout the process
- Preparing or considering a schedule of loss
- Preparing for (and attending) a Preliminary Hearing
- Exchanging documents with the other party and agreeing a bundle of documents
- Drafting witness statements
- Preparing the bundle of documents for the Final Hearing
- Reviewing and advising on the other party's witness statements
- Agreeing a list of issues, a chronology and/or cast list
- Instructing and conference with counsel
- Preparation and attendance at Final Hearing

The stages set out above are an indication. The fee estimate and the work we will carry out will cover all aspects of the claim unless otherwise agreed with you, and if some of the stages above are not required, the fees may be reduced.

How long will the matter take? The time that it takes from taking your initial instructions to the final resolution of your matter depends largely on the stage at which your case is resolved. If your claim proceeds all the way to a Final Hearing, your case could take between 6 and 18 months from issuing proceedings. The precise timetable for the steps leading up to the Final Hearing will be managed by the Employment Tribunal and are usually set at the first Preliminary Hearing.

The above information should be treated as an indicative guide and is not contractually binding.