

Employment Tribunal: Information on Fees

Hardeep Kular specialises in Employment Law with over 28 years' extensive experience in all areas of Employment Law with a cross over expertise in complex commercial cases. By specialising in this area, she can stay ahead in the ever-changing world of Employment Law.

Given her background and continual representation of high-profile cases, advising large companies and owner/ managed businesses and high net worth individuals alike, she continues to offer a similar level of expertise to that of regional and city firms. She is frequently asked to represent employers and individuals in connection with defending and bringing employment claims including claims for unfair and wrongful dismissal in the Employment Tribunal.

As Hardeep Kular is a sole practitioner, she will personally deal with your matter. Clients are not regarded as another file number by her. The high overall client satisfaction is reflected in her excellent case results most of the work coming from referrals and recommendations.

She works closely with several highly regarded barristers specialising in Employment Law and independent experts to get you quick, cost effective results.

As of Autumn 2016, all Employment Tribunal rulings have been published on the internet by HM Courts and Tribunal Service. This development means that anyone defending or starting an employment dispute needs to consider how their reputation may be affected in the future by a full judgement being placed on the worldwide web. We will help ensure you win or successfully settle your employment tribunal case but also protect your good name.

Our Fees

Our hourly rates are highly competitive and will be dependent upon complexity of your case. Wherever possible, we provide an estimate at the outset of a case and for certain types of work we offer fixed fees or agreed fees.

Our pricing for bringing and defending claims for unfair or wrongful dismissal

Typically, the cost of bringing or defending a Tribunal claim to the end of a Final Hearing (in a simple case up to one day hearing in a high complex case 3-5 days hearing) will be between:

Simple case: £5000-£15000 (excluding VAT). A simple case will be a straightforward claim for a single issue, no allegations of automatic unfair dismissal, no complex factors, no interim issues, one witness, one day hearing and documents no more than 100 pages.

Medium complexity case: £15000-£30000 (excluding VAT).

High complexity case: in excess of £30000 (excluding VAT). Very complex matters can be well over £50000.

Factors that could make a case more complex:

- If it is necessary to make or defend applications to amend claims or to provide further information about an existing claim
- If it is necessary to make or resist requests/ applications seeking further documents and/ or inspection of original 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), any jurisdiction issues, any time limit issues.
- The number of witnesses and documents to be considered
- If it is an automatic unfair dismissal claim e.g. if you are dismissed after blowing the whistle on your employer
- Allegations of discrimination which are linked to the dismissal

There will be an additional charge for attending a Tribunal Hearing of £1000 - £2500 per day (excluding VAT). Generally, we would allow 1-5 days depending on the complexity of your case. However, please note that, apart from some preliminary hearings we will usually instruct Counsel (a barrister). We refer to their fees under the next heading.

Disbursements

Disbursements are costs related to your matter that are payable to third parties, such as barristers fees. We handle the payment of the disbursements on your behalf to ensure a smoother process.

If a barrister is instructed to undertake advocacy for your hearing, the fees that a barrister will charge will depend on their seniority, skills and experience as well as the complexity of the case and the length of the hearing.

Counsel's (barristers) fees estimated between £1500 to £4000 plus VAT for preparation including the first day in tribunal and then £750 to £2750 per day for each additional day at the Tribunal hearing (depending on experience of the advocate) for attending a Tribunal Hearing. In addition (with your agreement) we may ask a barrister to review your case and advise in conference and or review witness statements. The cost of a conference would be in the range of £750 and £4000 depending on the amount of preparation required at that stage. Review of witness statements would be likely to be in the range of £750 to £3000.

Counsel may also be instructed to settle the claim form outlining your case and the nature of the dispute or the response form when a claim has been made against you. Counsel's fees for this is estimated between £750 to £2750 plus VAT.

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 pre-claim conciliation where this is mandatory 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 or counter schedule of loss
- Preparing for (and attending) a Preliminary Hearing including instructing Counsel
- Exchanging documents with the other party and agreeing a bundle of documents
- Taking witness statements, drafting statements and agreeing their content with witnesses
- Preparing bundle of documents
- Reviewing and advising on the other party's witness statements
- Agreeing a list of issues, a chronology and/or cast list
- Preparation and attendance at Final Hearing, including instructions to Counsel

The stages set out above are an indication and if some of stages above are not required, the fee will be reduced. You may wish to handle the claim yourself and only have our advice in relation to some of the stages. This can also be arranged on your individual needs.

How long will my 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 a settlement is reached during early conciliation, your case is likely to take 4-8 weeks. If your claim proceeds to a Final Hearing, your case is likely to take 6 -12 months. This is just an estimate and we will of course be able to give you a more accurate timescale once we have more information and as the matter progresses.

Contact HKK LAW today

For more information regarding our services and to discuss your employment matter, please call us on 020 706 1127 or email us at hkk@hkklaw.com