

Employment Tribunal Costs

Our fees include all work related to the following key stages of an Employment Tribunal Claim

- Taking your initial instructions, reviewing the papers and advising you on merits and likely compensation. This is likely to be reviewed during the matter and could be subject to change
- Entering into pre-claim conciliation with ACAS (where this is mandatory) to establish whether or not settlement can be reached
- Preparing a claim or response
- Reviewing and advising on a claim or the response received from the other party
- Exploring a settlement and negotiating a settlement throughout the process
- Preparing or considering a schedule of loss
- Preparing for, and attending, a Preliminary Hearing
- Disclosure of and exchanging documents with the other party as well as agreeing a bundle of documents
- Drafting and preparing witness statements and agreeing their content with witnesses
- Preparing and agreeing a joint bundle of documents
- Reviewing and advising on witness statements provided by the other side
- Agreeing a list of issues, a chronology and/or cast list
- Preparation and attendance at the Final Hearing, including submissions and instructions to Counsel

Discrimination

Case type	Our fees
Simple case	15,000 to 20,000 GBP exc VAT
Medium complexity	20,000 to 25,000 GBP exc VAT
High complexity	25,000 to 35,000 GBP exc VAT

Unfair or Constructive Dismissal

Case type	Our fees
Simple case	8,000 to 14,000 GBP exc VAT
Medium complexity	14,000 to 20,000 GBP exc VAT
High complexity	20,000 to 35,000 GBP exc VAT

Wrongful Dismissal or Unlawful deduction of salary

Case type	Our fees
Simple case	6,000 to 10,000 GBP exc VAT
Medium complexity	10,000 to 12,000 GBP exc VAT
High complexity	12,000 to 20,000 GBP exc VAT

There may be additional charges, as well as our own fees. As a guide, these are as follows:

There will be an additional charge for attending a judicial mediation if agreed between the parties and the Tribunal. Currently fees for a one-day mediation are £2,500 (plus VAT). These fees include all preparation and attendance.

If a hearing is adjourned within two weeks of the listed hearing, additional costs will be incurred for Counsel where instructions have already been sent. Counsel's fees are estimated to be between £750 to £1,500 per day exc VAT and depending on the seniority of Counsel attending on your behalf (including preparation).

There will be additional fees for attending the final hearing of £1,500 per day (plus VAT) and could be more depending on the seniority of Counsel.

Generally, we would allow 1 – 6 days depending on the type and complexity of your case. Where there are multiple claims a final hearing could exceed six days.

Disbursements

Disbursements are costs related to your matter that are payable to third parties, such as court fees or Experts preparing paperwork or attending at the Hearing. We handle the payment of the disbursements on your behalf to ensure a smoother process.

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 pre-claim conciliation, your case is likely to take six weeks. If your claim proceeds to a Final Hearing, your case is likely to take considerably longer and will be subject to the Court providing a date for the Hearing. 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.

The team at ASV Law has provided over 25 years high quality litigation successes to many elite clients across the world.

For details please email Stewart Graham, COO of ASV Law, at stewartg@asvlaw.com or see further details on our website www.asvlaw.com