



LIBERTY LAW SOLICITORS

EMPLOYMENT TRIBUNAL FEES

Liberty Law Solicitors' employment team cover a wide range of employment related areas, including (but not limited to):

- **Settlement Agreements**
- **Workplace Bullying and Harassment;**
- **Unfair or wrongful dismissal;**
- **Constructive dismissal;**
- **Discrimination at the workplace;**
- **Unlawful Deduction of Wages;**
- **Transfer of Undertakings (TUPE Legislation)**

The Employment Team consists of 4-Members: [Attiq Malik](#) (Solicitor-Advocate, Director), [Bodrul Amin](#) (Solicitor), [Dean Garrett](#) (Trainee Solicitor) and [Esther Olasehinde](#) (Caseworker).

Our friendly team offer a free 20-minute phone consultation to review the overall circumstances of your complaint and see if you have a potential case.

FUNDING OPTIONS:

A range of funding options are available in Employment matters including hourly rates, fixed fees, damage base agreements and insurance-based funding. The hourly rates are between £100.00 to £350.00 (excluding VAT) per hour.

TIMESCALES:

As with costs much depends on the case and its circumstances, and we will update as your case progresses. If the matter is resolved quickly then the timescale should be within 2-6 weeks of your instructions. However, most matters that settle prior to hearings do so in an average of 8-16 weeks.

If your claim proceeds to a Final Hearing, your case is likely to take 26-52 weeks depending on the likely length of the hearing. This is the average time provided by ACAS, however much depends on the listing availability at the Employment Tribunal.

WHAT WORK DOES THIS COVER?

The fees set out above cover all of the work required to take the matter from initial instructions to a final hearing. They do not cover the costs of enforcing any judgement if this is not received.

Such work includes (but is not limited to):

- Taking your initial instructions;
- Considering and reviewing your documents and advising you in writing of your prospects of success and likely award;
- Initial discussion with the other party or their representatives;

- Further negotiations through ACAS early conciliation;
- Preparing the Employment Tribunal documentation such as a Claim (ET1) or Defence (ET3);
- Preparing a quantum schedule detailing your loss and expected reward;
- Preparing for and continuing the Employment Tribunal process including:
 - attendance at meetings or Preliminary Hearings;
 - exchanging documents with the other party;
 - witness statements;
 - the bundle of documents;
 - attendance at a final hearing.
- Telephone calls between Liberty Law Solicitors (LLS) and Client;
- Telephone calls between LLS and third parties’;
- All correspondence via email and letter between LLS and Client;
- All correspondence via email and letter between LLS and third parties’;
- All drafting and case preparation;

COSTS ESTIMATES:

The costs of pursuing or defending an Employment Tribunal claim are difficult to estimate without further details. We therefore recommend that you should contact one of our team members on **01582 459 955** to discuss the matter. This will enable our expert team to provide you with an estimate based on your personal or businesses circumstances.

There are many factors which can determine the costs of Tribunal proceedings, including (but not limited to):

1. The stage of our instructions;
2. The documents that are required;
3. The volume of documents to be assessed;
4. The element of employment law which are deployed, such as discrimination;
5. The number of parties to the proceedings;
6. The need for initial preliminary hearings and/or applications;
7. The length of the estimated hearing.

The average cost of a one-day hearing for an unfair dismissal and/or wrongful dismissal, could cost around £2000.00-£5000.00+VAT depending on the circumstances. For multi-day hearings the average costs could be around £5,000-£10,000.00+VAT. More complicated multiday hearings may exceed this average.

DISBURSEMENTS

You may have to pay disbursements as you progress your case. These are costs payable to third parties, such as court fees.

You may in Employment Tribunal matters wish to instruct a Barrister or Counsel to represent you. We will discuss this with you during your matter. Our solicitors can also carry out advocacy on Employment Tribunal matters themselves.

There are currently no Court fees for pursuing an Employment Tribunal claim since they were abolished in 2017.