

HAROLD BENJAMIN

EMPLOYMENT TRIBUNAL CLAIMS – PUBLIC – UNFAIR DISMISSAL

SIMPLE CASE

<u>Fees including VAT</u>	<u>Fee Range</u>	<u>Work To Be Undertaken</u>
<p>Bringing a claim in the Employment Tribunal for Unfair Dismissal:</p> <p>(a) Starting the claim (b) Following the Tribunal's directions (c) Arranging representation for you at a One Day Hearing</p> <p>The range in fees takes into account the charging rate of £280 per hour and allows for between approximately 15-29 hours work.£5,040 - £9,744</p> <p><u>Disbursements including VAT</u></p> <p>Barristers fees (estimated): For a One Day Hearing.....£1,800 - £3,000</p> <p>TOTAL FEES AND DISBURSEMENTS INCLUDING VAT£6,840 - £12,744</p>		<ul style="list-style-type: none"> Meeting with you, taking your instructions and reviewing your documents (assuming no more than 100 pages) in support of your claim and providing initial advice Drafting a claim form (ET1) for you and Particulars of Claim and lodging this electronically Receiving the Respondent's Response (ET3) and advising you Receiving the Tribunal's order giving directions for the steps to take in the process and notifying a One Day Hearing Drafting and exchanging Lists of Documents and considering the employer's documents Preparing up to two witness statements Reading and advising on the employer's witness statements – up to two witness statements Drafting a Chronology for the Hearing Preparing the Hearing bundle Booking and briefing a barrister to represent you for a One Day Hearing Representation at the Hearing Correspondence/emails/telephone calls necessary to progress the above

COMPLEX CASE

<u>Fees including VAT</u>	<u>Fee Range</u>	<u>Work To Be Undertaken</u>
<p>Bringing a claim in the Employment Tribunal for Unfair Dismissal:</p> <p>(a) Starting the claim (b) Following the Tribunal's directions (c) Arranging representation for you at a Preliminary Hearing (d) Arranging representation for you at a Final Hearing lasting 2-5 days</p> <p>The range in fees takes into account the charging rate of £280 per hour and allows for between approximately 38.5-81.5 hours work.....£12,900 - £27,400</p> <p><u>Disbursements including VAT</u></p> <p>Barristers fees (estimated): For up to a half day Preliminary Hearing.....£1,200 - £3,000 Preparation and first day of Hearing.....£3,000 - £4,200 Each following day of a Hearing.....£1,200 - £2,100</p> <p>TOTAL FEES AND DISBURSEMENTS INCLUDING VAT£18,300 - £36,700</p>		<ul style="list-style-type: none"> Meeting with you, taking your instructions and reviewing documents (in excess of 100 pages) in support of your claim and providing initial advice Drafting a claim form (ET1) for you and Particulars of your Claim and lodging this electronically Receiving the Respondent's Response (ET3), showing extensive or unexpected grounds of Response, and advising you The Tribunal ordering a Preliminary Hearing (up to half a day) to consider the issues and set a directions timetable, completing an Agenda and/or Statement of Issues for the Hearing and representation at the Hearing Drafting and exchanging Lists of Documents and considering the employer's documents Preparing up to five witness statements Reading and advising on the employer's witness statements – up to five witness statements Drafting a Chronology/List of Issues/Cast List for the Hearing Preparing the Hearing bundle Booking and briefing a barrister to represent you for a Hearing lasting 2–5 days Representation at the Hearing Correspondence/emails/telephone calls necessary to progress the above



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SIMPLE & COMPLEX CASES

Work which is NOT included

- The ACAS Early Conciliation process
- Any claims other than unfair dismissal
- Any appeals
- Any enforcement action
- Any counterclaim / contract claim

Complexities which would increase the charges

- More than five witnesses for either side
- Applications made by either party e.g. further disclosure, to adjourn a Hearing etc
- Any disputes regarding the jurisdiction of the Tribunal
- Any amendment of either parties case
- Any expert evidence
- Settlement negotiations
- If you instruct us to attend any Hearing together with a barrister

Complexities which would increase the Disbursements

Expert's fees – impossible to estimate at this stage