

HAROLD BENJAMIN

EMPLOYMENT TRIBUNAL CLAIMS – BUSINESS – UNFAIR DISMISSAL

SIMPLE CASE

<u>Fees including VAT</u>	<u>Fee Range</u>	<u>Work To Be Undertaken</u>
Defending a claim in the Employment Tribunal for Unfair Dismissal: (a) Responding to the claim (b) Following the Tribunal's directions (c) Arranging representation for you at a One Day Hearing 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		<ul style="list-style-type: none"> • Meeting with you, taking your instructions and reviewing the ET1 and Statement of claim you have received and your documents (assuming no more than 100 pages) and providing initial advice • Drafting a Response form (ET3) for you and a Response and lodging this electronically • 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 employee's documents • Preparing up to two witness statements • Reading and advising on the employee's witness statements – up to two witness statements • Drafting a Chronology for the Hearing • Preparing the Hearing bundle (if required) • 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
<u>Disbursements including VAT</u> Barristers fees (estimated): For a One Day Hearing.....£1,800 - £3,000		
TOTAL FEES AND DISBURSEMENTS INCLUDING VAT£6,840 - £12,744		

COMPLEX CASE

<u>Fees including VAT</u>	<u>Fee Range</u>	<u>Work To Be Undertaken</u>
Defending a claim in the Employment Tribunal for Unfair Dismissal: (a) Responding to 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 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		<ul style="list-style-type: none"> • Meeting with you, taking your instructions, reviewing the ET1 and Statement of claim you have received and your documents (in excess of 100 pages) and providing initial advice • Drafting a Response form (ET3) for you and Response and lodging this electronically • 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 employees documents • Preparing up to five witness statements • Reading and advising on the employee's witness statements – up to five witness statements • Drafting a Chronology/List of Issues/Cast List for the Hearing • Preparing the Hearing bundle (if required) • 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
<u>Disbursements including VAT</u> 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		
TOTAL FEES AND DISBURSEMENTS INCLUDING VAT£18,300 - £36,700		



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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

- A Preliminary Hearing in a Simple Case
- 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