



Initial Enquiries

All initial enquiries are completely free of charge, so please do not hesitate to call us.

No Win No Fee

In suitable cases, we may act on your behalf on a new win no fee basis. There is a maximum deduction of 35% when we act on this funding basis.

Legal Expenses Insurance

We may be able to act on your behalf pursuant to a legal expenses insurance policy which is often taken out as part of a home buildings and contents insurance policy.

You have freedom of choice to select the solicitor you would like to instruct. We have extensive experience of acting for employees under all forms insurance policies. As soon as you become aware of a claim, you must notify your insurance company and advise them that you wish to instruct us to deal with your claim. We shall then be able to liaise with your insurers to ensure you are covered in respect of your dispute.

Settlement Agreements

We can usually act on your behalf in connection with these agreements based upon the employer's contribution to your legal costs.

Employment Tribunal Representation

If your case does not qualify for no win no fee, insurance or other funding arrangement or you decide not to pursue such an arrangement, we can represent you in the Employment Tribunal based on the following estimated costs:

- **Unpaid wages / breach of contract claims**

Our estimated fees are between £1,500 to £3,000 plus VAT and disbursements.

- **Unfair / constructive dismissal claim**

Our estimated fees are between £2,500 and £5,500 plus VAT and disbursements.

- **Discrimination / complex employment claims**

Our estimated fees are between £5,000 and £9,000 plus VAT and disbursements.

The above estimates include advice and assistance throughout the full stage of proceedings up to final hearing including:

- Attending you and obtaining a detailed proof of evidence.
- Reviewing all relevant paperwork
- Drafting initial particulars of claim and reviewing any defense
- Attending preliminary hearings including case management hearings.
- Dealing with all case management orders.
- Drafting schedule of loss.
- Dealing with disclosure of documents.
- Preparation of trial bundle.
- Drafting all witness statements and attending all witnesses
- Negotiating with ACAS.
- Dealing with any barristers instructed and the employer's representative.
- Attending final hearing.

The likely disbursements are based upon whether we must travel to an Employment Tribunal and whether a barrister is instructed to represent you at the final hearing. The level of expenses can only be informed to you once we are aware of the complexity of the matter and the location of the tribunal.

On average an Employment Tribunal can take between 6 to 8 months to decide upon a case.

All employment law work is supervised by a qualified solicitor. We do not offer Civil Legal Aid.

The typical hourly rates that apply to employment law services are between £160 - £250 per hour plus VAT. We shall always advise you in advance of undertaking work on your behalf of the estimated costs and the likely disbursements you will incur.