

Price Transparency

The aim of our price transparency is to ensure that our clients have the information they need to understand what our fees may be.

The prices quoted on our website will not be binding in that separate and personalised quotes and estimates will be provided to clients once they are formally engaged and provided with a client care letter and terms of conditions of business.

The Solicitors Regulation Authority (SRA) requires solicitors to publish information about some of the services we provide. We are thus required to publish costs information about advising and representing clients in unfair dismissal and wrongful dismissal claims in the employment tribunal.

Costs - what to expect

After taking initial instructions you will be provided with an indication of the work that might be required on your case along with a cost estimate. The matters in which we are instructed, often result in early settlement but sometimes they develop into more complicated matters, consequently our costs estimate will change. Costs are discussed as each case progresses and clients are given regular updates of cost estimates.

Many of the cases we take on can be resolved in a matter of days although more complex cases will take longer. We act for a variety of clients ranging from senior employees/board directors to blue-collar workers or small and medium sized employers. For a variety of reasons, it is rare for us to deal with claims solely involving unfair or wrongful dismissal. Most of the claims we deal with are more complicated and involve discrimination, whistleblowing etc and a range of other issues.

On average over the course of the year we would expect to deal with less than one case involving only unfair dismissal that will reach a full hearing at an employment tribunal.

We almost never deal with cases involving only a wrongful dismissal claim in our experience wrongful dismissal claims are usually issued in conjunction with other types of claim.

On the occasions when we are instructed in an unfair dismissal or a wrongful dismissal claim the matter is usually settled long before the hearing through negotiation.

However, the SRA rules say that costs information must include:

A) The total cost of the service or where that is not practicable the average cost or range of costs;

We do not undertake any work on a fixed fee or contingent basis such as no-win no fee. We undertake so few cases involving only unfair dismissal or wrongful dismissal that we cannot give an average cost for them however a straightforward matter involving a one day hearing would cost in the region of £6000-£8000 plus VAT. A longer more complicated case will cost more and our costs estimate will reflect the different circumstances.

A more complicated case heard over a few days involving four or five witnesses might cost between 10,000 and £15,000.

B) The basis for your charges including any hourly rates or fixed fees;

The hourly rate is £200. VAT is not applicable. We will give an estimate before undertaking work and will ensure that any costs associated with the matter are well-managed.

C) The experience and qualifications of anyone carrying out the work.

We are a specialist employment law firm. Lisa Campbell is a sole practitioner with decades of experience at the highest level.

D) A description of, and the cost of, any likely disbursements; and where the actual cost of a disbursement is not known, the average cost or range of costs;

Disbursements usually include items such as travel costs and photocopying charges. Disbursements could also include the cost of expert witnesses such as medical experts or IT specialists.

If a barrister is instructed, you will have to pay their fees; barristers are only instructed after discussion with you and cost estimates will usually be obtained prior to them being instructed. Barrister's hourly rates can range from £150 to £450 plus VAT. They tend to charge fixed fees for attending and preparing for hearings or advice, meetings (conferences) or for providing written opinions or draft statements of case. When we instruct a barrister, we will always agree their fees with you in advance and would ask for you to make a payment on account of their fees before the instructions are confirmed and any work is undertaken.

E) Whether any fees or disbursements attract VAT and if so, the amount that they attract;

We are not VAT registered therefore VAT is not applicable.

F) details of what services are included in the price displayed including the key stages of the matter and likely timescales for each stage and details of any services that might reasonably be expected to be included in the price displayed but are not;

Dealing with the tribunal claim can involve some or all of the following:

- Meeting the client and taking instructions;
- Reviewing relevant documents
- Negotiating with opponents either directly or via the ACAS early conciliation scheme;
- Dealing with mediation hearings as appropriate through judicial or third-party mediators;
- Drafting the tribunal claim or response
- Ongoing obligation to consider the possibility of settlement and the overriding objective advising as appropriate;
- Correspondence with opponents
- Dealing with the preparation of schedules of loss;
- Dealing with tribunal applications, interim hearings including attending tribunal either in person or by telephone;
- Preparing lists of documents;
- Obtaining expert evidence such as medical reports;
- Taking statements from clients and witnesses;
- Exchanging evidence and reviewing the opponent's case;
- Preparing bundles for hearing and agreeing with opponents;

- Regular reviews of the case as it progresses and advising on the merits and the value of the claim;
- Instructing counsel as appropriate;
- Preparing skeleton arguments;
- Attending main hearing including adjournments;
- Dealing with remedy if appropriate;
- Advising on the tribunal's decision.

The stages set out above are an indication and if some of the stages above are not required, the fee will be reduced accordingly. You may also wish to handle certain aspects of the claim yourself and only have our advice in relation to some of the stages. This can also be arranged based on your individual needs.

G) if you use conditional fee or damages-based agreements, the circumstances in which clients may have to make any payments themselves for your services (including from any damages).

We do not offer conditional fee or damages-based fee arrangements.

Complaints

Our aim is to provide a service which matches your expectations and instructions. If you are dissatisfied with any aspect of our services, then please contact Lisa Campbell in the first instance, and she will attempt to resolve it for you. If you are still not satisfied, then you may seek further help from the Legal Ombudsman and/or the SRA. The contact details are as follows: www.legalombudsman.org.uk and the contact telephone number is 0300 555 0333. The contact details for the SRA are www.sra.org.uk and the contact telephone number is 0370 606 2555.