



# employment tribunal price guide

When defending an employment tribunal claim, it's important to understand the potential costs, outcomes and influences that may have an impact on the case.

This document is intended to give you a guide to the potential costs associated with the employment tribunal process; but is not a definitive document of costs and individual cases may vary.

For more detailed advice on your specific tribunal case, talk to our team who can offer tailored advice based on the factors involved.

# unfair or wrongful dismissal / discrimination claims

The below table outlines the potential cost of bringing or defending any claims at an employment tribunal for unfair or wrongful dismissal:

<b>low complexity case</b>	<b>£4,000 to £8,000 (exc. VAT)</b>
<b>medium complexity case</b>	<b>£8,000 to £15,000 (exc. VAT)</b>
<b>high complexity case</b>	<b>£10,000 to £20,000 (exc. VAT)</b>

## elements that could complicate your case

- If it is necessary to make or defend applications/preliminary issues, or to provide further information to the tribunal on the claimant;
- Defending claims that are brought by people who are not legally represented
- Making or defending a costs application  
Complex preliminary issues such as whether the Claimant is disabled as defined by the Equality Act 2010
- The number of witnesses and documents
- If it is an automatic unfair dismissal claim e.g. if defending a “whistleblowing” type claim
- Defending claims of discrimination or other claims brought under the Equality Act 2010
- There will be an additional charge for attending a tribunal hearing of a minimum of £1,500 per day (excluding VAT). Generally, we would allow one to three days for a simple or medium complexity case, and five to ten days for a complex case

## disbursements

Disbursements are costs related to your case that are payable to third parties, such as court fees; or experts fees. We handle the payment of disbursements on your behalf.

Fees for the counsel can be estimated at approximately £1,500 to £2,500 per day (depending on the experience of the advocate) for attending a Tribunal Hearing (including preparation).

# key stages of a tribunal

The indicative fees shown on the previous page would normally cover the below elements of an employment tribunal case:

- Taking your instructions on the claim, reviewing the evidence and advising you on the merits of your case/defence
- Entering into pre-claim conciliation with the other party to see if a settlement can be reached without going to tribunal
- Identifying the claims and issues from the claim form; and preparing your response/defence
- Reviewing and advising on the merits of your defence
- Exploring and negotiating settlement throughout the process
- Considering the Claimant's schedule of loss
- Preparation and attendance at a Preliminary Hearing / Case Management Hearing.
- Exchanging documents with the other party and agreeing a bundle of documents
- Taking witness statements, drafting statements and agreeing their content with witnesses
- Preparing bundle of documents
- Reviewing and advising on the other party's witness statements
- Agreeing a list of issues, a chronology of events and/or cast list
- Preparation and attendance at the Final Hearing, including instructions to Counsel

These stages are intended as a guide and may vary depending on your case. Fewer stages required may reduce the fee you pay, and more stages may increase it. We will advise you of this as we review your unique case.

## how long will it take

This will depend largely on when your case is resolved. If this is achieved during pre-claim conciliation, it could be as little as four to eight weeks. However, if your claim runs through to a final hearing, it could take between six and eighteen months. Please bear in mind that these timelines are estimated guides, and the unique factors of your case will affect this; and we can inform you of this during the progression of your case.

---

**03456 446 006 • [sentientuk.co.uk](https://www.sentientuk.co.uk)**