

Guide to our Prices

At Robertsons Solicitors, we hope that cases settle without the need for your employee to take matters to the employment tribunal. If this can be done, it means that your legal costs are lower and matters are concluded quicker.

However, if cases can't settle, then our strong legal team will ensure that any claim is robustly defended and you get the best representation.

Settlement Agreements

If you are entering into a Settlement Agreement with an employee, our costs for providing advice and drafting the necessary document will be around £450 - £650 + VAT depending on the complexity of the matter.

Estimate of other costs

All our initial consultations are free. Within that first consultation, we will be able to discuss your case and the likely fees that will be incurred, depending on the complexity of it.

Simple case: £600 - £1,500 (excluding VAT)

Medium complexity case: £1,500 - £5,000 (excluding VAT)

High complexity case: £5,000 - £15,000 (excluding VAT)

Factors that could make a case more complex:

- if it is necessary to defend applications or to provide information about an existing claim;
- defending claims that are brought by litigants in person;
- making or defending a costs application;
- complex preliminary issues such as whether the client is disabled (if this is not agreed by the parties);
- the number of witnesses and documents;
- if it is an automatic unfair dismissal claim, eg if the employee is dismissed after blowing the whistle on you;
- allegations of discrimination which are linked to the dismissal.

There will generally be an additional charge for attending a Tribunal hearing of £750 per day (excluding VAT). Generally, we would allow 1 - 3 days, depending on the complexity of your case.

Disbursements

Disbursements are costs related to your matter that are payable to third parties, such as court fees. We handle the payment of the disbursements on your behalf to ensure a smoother process.

Counsel's fees estimated between £1,000 and £2,500 per day (depending on experience of the advocate) for attending a Tribunal Hearing (including preparation).

Key stages

The fees set out above cover all of the work in relation to the key stages of a claim:

- taking your initial instructions, reviewing the papers & advising you on merits of the employee's case (to be revisited throughout the matter & subject to change);
- entering into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached;
- preparing response;
- reviewing and advising on claim or response from other party;
- exploring settlement and negotiating settlement throughout the process;
- considering a schedule of loss;
- preparing for (and attending) a Preliminary Hearing;
- exchanging documents with the other party and agreeing a bundle of documents;
- taking witness statements, drafting statements and agreeing their content;
- preparing bundle of documents;
- reviewing and advising on the other party's witness statements;
- agreeing a list of issues, a chronology and/or cast list;
- preparation and attendance at Final Hearing, including instructions to Counsel.

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

How long will my application take?

The time that it takes from taking your initial instructions to the final resolution of your matter depends largely on the stage at which your case is resolved. If a settlement is reached during pre-claim conciliation, your case is likely to take around 4 weeks. If your claim proceeds to a Final Hearing, your case is likely to take 1 to 3 months. This is just an estimate and we will of course be able to give you a more accurate timescale once we have more information and as the matter progresses.