

EMPLOYMENT PRICING AND SERVICES INFORMATION

- **The cost of Employment Law Services**

There are four methods of funding

1. On an hourly basis. Ian Steel's charges are £235 an hour plus VAT of 20%
2. A fixed fee basis. This is usually suited to a 12 month HR service being provided to an employer
3. After assessing a case, we may agree to a No win no fee agreement of 35% of award made, plus VAT of 20%
4. All legal expense insurance policies entitle you to instruct the solicitor of your choice after proceedings are issued. If this is of interest please let us know.

Please note: Cases involving discrimination claims are typically more complex and often involve multi day hearings.

- **Unfair and wrongful dismissal claims**

Our Pricing for bringing and defending claims for unfair dismissal depends upon the complexity of the case.

Average costs for bringing unfair and wrongful dismissal in the ET	£3,000 plus VAT of 20% plus £750 plus VAT of 20% per day in the Tribunal
Average costs for defending unfair and wrongful dismissal in the ET	£4,000 plus VAT of 20% plus £750 plus VAT of 20% per day in the Tribunal

- **Additional costs that may be required to be paid**

Travel and accommodation costs

- **Potential other factors which may increase these costs**

When defending claims, an unrepresented Claimant can result in increased costs if they have a misconceived understanding of the law and more time is spent defending the case that situations where a Claimant is represented.

- **Typical timescales and key stages**

The average case takes about 12 months from start to finish. Discrimination claims tend to take about 6 months longer. However, due to a surge in claims going through the Tribunal system recently cases are taking longer.

- **Fee earner qualification and experience**

Ian Steel qualified in 1993 and has specialised in employment law since 2000. He conducts the advocacy at hearings and has represented companies and Claimants in almost every Tribunal venue in England, Wales, Scotland and Northern Ireland.

- **For Conditional Fee Arrangements (CFAs), any costs and timescale for assessing the case**

A decision will be made about the prospect of success early on eg within a week but cases are assessed on an ongoing basis.

Please note that the terms of the CFA would be clearly set out in a short and simple written contract. We aim to ensure that the time we spend conducting the case is equal to the fees chargeable under the agreement. This means that if you reject a reasonable settlement because you want the case to be decided at a final hearing, you are likely to be asked to pay the cost of representation at the hearing.