



## **DEAL CHAMBERS**

### **PUBLIC ACCESS – EMPLOYMENT TRIBUNAL**

#### *Our service*

We advise both employees and employers on all areas of employment law, including unfair and wrongful dismissal. We can also represent both employees and employers at the Employment Tribunal

#### *Timescales*

Timescales for your case may vary depending on factors such as barristers' availability, the complexity of your case, the need for additional documents and the other side's approach. However, as a guide more straightforward cases tend to have a hearing date within 4 to 6 months of a claim being made more complex cases may take a year or more to resolve. We are used to dealing with instructions quickly and adhering to Tribunal timetables.

#### *Fees*

We may charge either fixed fees (which means that we will charge you a set amount of money for each piece of work we undertake) or on an hourly rate basis. Below we provide estimates based on the range of fixed fees or hourly rates.

All fees exclude VAT, and it is likely you will have to pay VAT, in addition to the fee at the current rate, which is presently 20%.

There may also be additional costs for any administrative work involved, such as copying or where you agree to engage another person to assist with your case, such as a paralegal.

If we quote a fixed fee it will only be to undertake that particular piece of work. There are likely to be many different pieces of work involved in a case such as representation at hearings, advising in conference and in writing and drafting documents. We will always quote separately for each piece of work.

### ***Fixed Fees***

<b>Stage of Case</b>	<b>Range of fixed fees (estimates)</b>
Preliminary meeting	£150-£325
Written advice or advice in conference on your claim (if fewer than 100 pages in under four hours to advise)	£600-£1,300
Quantifying your claim and preparing a without prejudice offer/negotiating a settlement (excluding complex pension issues)	£300-£650
Preparation of case, including meetings with you and assistance with drafting of any tribunal documents such as the ET1/ET3 (depending on complexity and assuming single parties)	£600-£1,300
Preparation of a Schedule of Loss (or counter schedule)	£150-£325
Preparation of a Disability Impact Statement	£450-£975
Preparation of a List of Issues (depending on complexity and number of allegations)	£150-£325
Preparation of a Witness Statement (assuming up to 10 pages)	£600-£1,300
Preparation of a Hearing Bundle (assuming a 1 lever arch file)	£900-£1,950
Assistance with disclosure (assuming 1 lever arch file)	£900-£1,950
Preliminary hearing (for a closed hearing; if the hearing is open and more complex please request fees)	£900-£1,950
First day's tribunal appearance	£2,500-£10,000
Tribunal appearances per day; after the first day	£1,200-£2,600
Remedy hearing (to decide compensation), up to one day	£1,950-£4,225

### ***Hourly rate example ( for a simple unfair dismissal claim -discrimination)***

<b>Stage of Case</b>	<b>Range of hourly rates (estimates) depending on work required and complexity</b>
Preliminary meeting	£150-£325 approximately 1 hour
Written advice or advice in conference on your claim	£150-£325, approximately 4 hours
Quantifying your claim and preparing a without prejudice offer/negotiating a settlement	£150-£325 approximately 2 hours

Preparation of case, including meetings with you and assistance with drafting of any tribunal documents such as the ET1/ET3	£150-£325, approximately 4 hours
Preparation of a Schedule of Loss (or counter schedule)	£150-£325, approximately 1 hour
Preparation of a Disability Impact Statement	£150-£325 approximately 3 hours
Preparation of a List of Issues	£150-£325 approximately 1 hour
Preparation of a Witness Statement	£150-£325, approximately 4 hours
Preparation of a Hearing Bundle	£150-£325, approximately 4 hours
Assistance with disclosure	£150-£325, approximately 4 hours
Preliminary hearing	£150-£325, approximately 3 hours in Tribunal and 3 hours preparation
First day's tribunal appearance	£2,500-£10,000
Tribunal appearances per day; after the first day	£150-£325, approximately 8 hours per day
Remedy hearing (to decide compensation), up to one day	£150-£325, approximately 4 hours preparation and 1 day hearing

Please note that we cannot conduct litigation on your behalf. This means that we cannot (for example) issue applications for you at court, and pay issue fees.

### ***Contact Us***

All information is correct as of March 2025. But fees are estimates only. For a quotation please contact Timothy Deal on 07774 759 382 or [timothy.deal@dealchambers.com](mailto:timothy.deal@dealchambers.com).