



# Employment

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## PRICE LIST

We reserve the right to change our price list at any time

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We aim to give you the best information possible about the fees and expenses that you are likely to incur. We have set out stages in order to understand our charges.

## **STAGE 1**

Advice and assistance for **free**. This is on **initial assessment** of the case findings. We would examine information obtained to provide you with any possible outcomes.

## **STAGE 2**

There will be a charge of **£350** for case assessment and legal advice. After assessment of the case findings, if we are required to **submit your claim** to ACAS for conciliation then there is a fixed fee of **£150**. This includes continuous case review, investigation and presentation of your claim to ACAS.

## **STAGE 3**

After we have presented your claim to ACAS, we will **continue to act** on your behalf to attempt to reach an agreement. If a settlement is reached through our assistance there will be a fee of up to **£1000** (This excludes Stage 2 fees).

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## STAGE 4

If no settlement is reached and the case is unresolved, ACAS will issue a certificate which will allow us to pursue the claim in an Employment Tribunal. Any **work carried out between** the date the certificate is issued and the date of the tribunal hearing will be referred to as 'pre-hearing services.' This will include continuous case review and/or negotiations.

There are 2 fee options at this stage:

### Option 1 – “Hourly rate”

You pay my fees based upon my hourly rate of **£201** per hour. Letters sent and telephone calls made and received will be charged at 1/10th of my hourly rate. I will send you monthly interim invoices as your case progresses and only for work done. You will be responsible to pay my bill in full once work has been carried out.

### Option 2 – “Fixed rate”

You pay my fees based on a fixed rate of **£3500** leading up to the date of the final hearing or if settlement is agreed. This does not include legal representation at the final hearing. (Excludes Stage 3 fee and any disbursements).

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## STAGE 5

There are 3 fee options at this stage:

### **Option 1 – “Damage Based Agreement”**

If you decide to pursue your claim in a final hearing under a Damaged-Based Agreement. You will need to sign our Damaged Based Agreement.

### **Option 2 – You Pay My Fees**

If you require legal representation at the final hearing you will be responsible to pay the bill in full upon conclusion of your final hearing. To give you an estimate of my likely costs, a full hearing lasting one day, my cost will be **£3,500**. Should the final hearing last for more than one day, my costs will be **£1500** for each additional day.

There is also an option to instruct external counsel. The fees of this will be determined prior to instruction.

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## Option 3 – Legal Expenses Insurance

Several Household insurance policies now include Legal Expenses insurance. Subject to certain conditions being met we can act for you with our fees being met by your Insurers. If you wish me to investigate this possibility, then please let me have a copy of your policy.

This does have the advantage of you having not having to fund the case yourself or our fees reducing any compensation payment to you, subject to being able to satisfy the requirements of your indemnity insurance policy and provider.

Information will be updated as work progresses, and we will be happy to provide you with any additional information you request, in relation to fees and expenses. We will inform you when any stage has been finalized. **There will be no confusion relating to progress of your case and no fees will be incurred without prior written confirmation from us.**