

Lamb Brooks Fixed Fee Meeting & Employment Tribunal Fees

We pride ourselves on being transparent and open with our fees. For a more accurate fee estimation to include your own personal circumstances please contact our Employment Law Team on 01256 844888.

To give you an indication of costs, please see the table below:

Area of Work	Scope of Work Inclusions and discussions	Fees
Fixed Fee Meeting	<p>We offer an initial Fixed Fee appointment.</p> <p>This Fixed Fee meeting can either be held at our offices, or virtually with Nour Belal, a fully qualified employment lawyer (further details can be found below).</p> <p>The meeting will include:</p> <ul style="list-style-type: none"> • Establishing the details surrounding the employment issue • The background of the case • Establishing if you have a valid claim • Ascertaining the likelihood of success • Going through our process of how we work and; • Giving you an idea of costs and timescales. 	<p>Fixed Fee Appointment:</p> <p>£200 VAT: £40 Total: £240</p>

<p>Employment Tribunal (Unfair or Wrongful Dismissal)</p>	<p>The precise stages and timescales involved will vary depending on the circumstances.*</p> <p>In general, the process includes:</p> <ul style="list-style-type: none"> • Taking your initial instructions • Reviewing papers and advising you on merits and likely compensation • Entering into pre-claim conciliation to try to reach settlement • Preparing a claim • Reviewing and advising on responses from the other party • Exploring the settlement and negotiation process • Preparing a schedule of loss • Preparing for and attending a Preliminary Hearing • Preparation and exchange of document bundles • Taking witness statements • Drafting statements • Reviewing the other party's statements • Agreeing a list of issues and a chronology • Preparation and attendance at Final Hearing including instructions to Counsel. <p>*The stages above are an indication and some may not be required, in which case the fee would be reduced accordingly.</p> <p>You may wish to handle the claim yourself and only use our advice in relation to some of the stages – this can also be arranged, depending on your individual needs and would be charged according to our hourly rates.</p>	<p>Wrongful Dismissal Our Fee: £2,500 VAT: £500 Total: £3,000</p> <p>Unfair Dismissal</p> <p>Simple/Straightforward Case Our Fee: £5,000 VAT: £1,100 Total: £6,600</p> <p>Medium Complexity Case Our Fee: £8,000 VAT: £1,600 Total: £9,600</p> <p>High Complexity Case Our Fee: £12,500 VAT: £2,500 Total: £15,000</p> <p>Attending a Tribunal Hearing: up to £1000 plus VAT per day (not usually required if Counsel is instructed)</p> <p>Disbursements are costs related to your matter that are payable to third parties, not to Lamb Brooks. We handle the payment of the disbursements on your behalf to ensure a smoother process.</p>
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	<p>Hourly rates for our team are as follows: Nour Belal: £275 plus VAT</p> <p>From time-to-time Our Employment Team will be assisted by others, who can include: Trainees/Paralegals/Legal Assistants: £150 plus VAT</p> <p>Timescale: If a settlement is reached during pre-claim conciliation, your case is likely to take between 4 – 6 weeks.</p> <p>If your claim proceeds to Final Hearing, your case is likely to take between 32 – 52 weeks.</p> <p>It is very difficult to give accurate timescales as it will depend on the circumstances of the case, how co-operative other parties are and the court's timetable. We endeavour to keep you updated with realistic timescales as your matter progresses.</p>	<p>Disbursements may include:</p> <p>Counsels Fees: between £750 and £1,500 plus VAT per day (depending on experience) for attending Tribunal Hearing and preparation</p>
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* *Factors that could make a case more complex include;*

- *Making amendments to claims*
- *Providing further information on an existing claim*
- *Defending claims that are brought by litigants in person*
- *Making a costs application*
- *Complex preliminary issues, e.g. when claimant is disabled*
- *The number of witnesses or documents*
- *If it is an automatic unfair dismissal claim (e.g. dismissed after whistleblowing)*
- *If there are allegations of discrimination linked to the dismissal.*

**The number of days spent at a Tribunal Hearing will depend on the complexity of the case – we will be able to give you a more accurate estimate of costs once the case has been explored.*

For more information, please contact our Employment Law Team who will be happy to help.

Nour Belal, Associate Solicitor & Head of Employment Law, engages all areas of employment law, including performance management, gross misconduct, redundancy, unfair dismissal, constructive dismissal, discrimination, settlement agreements, restrictive covenants, employment contracts, policies, procedures, data protection, and data subject access requests.

Please call our office on 01256 844888 or email enquiries@lambbrooks.com and our team promise to respond promptly.