



## **OUR LEGAL FEES FOR EMPLOYMENT LAW AT ZOI BILDERBERG LAW PRACTICE**

**ZOI BILDERBERG LAW PRACTICE**

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If you need help with an employment issue arising from an investigation, then call our employment law solicitors.

You will find that we are approachable, understanding, sympathetic and practical in the advice that we give. Please telephone or complete the enquiry form. Understanding our work and our fees

### **Employment Law prices**

Set out below is a guide to our pricing for bringing and defending claims for unfair dismissal, discrimination and wrongful dismissal/unlawful deduction of wages claims. Fees are based on time spent on a matter (current hourly rate of £230 exclusive of VAT).

### **UNFAIR DISMISSAL**

#### **Case Type Fees**

Simple Case

£8,000.00 - £14,000.00 (excluding VAT)

Medium complexity case

£14,000.00 - £20,000.00 (excluding VAT)

High complexity case

£20,000.00 - £32,000.00W (excluding VAT)

### **DISCRIMINATION**

#### **Case Type Fees**

Simple Case

£15,000.00 - £20,000.00 (excluding VAT)

Medium complexity case

£20,000.00 - £25,000.00 (excluding VAT)

High complexity cases

£25,000.00 - £35,000.00 (excluding VAT)

## **WRONGFUL DISMISSAL CLAIMS**

### **Case Type Fees**

Simple Case

£6,000.00 - £9,000.00 (excluding VAT)

Medium complexity case

£9,000.00 - £12,000.00 (excluding VAT)

High complexity cases

£12,000.00 - £15,000.00 (excluding VAT)

For other types of claim, a separate estimate will be provided based on hourly rates. For guidance, a claim for breach of contract / unlawful deduction of wages will cost in the region of £7,000.00 - £15,000.00 (excluding VAT) depending on the complexity of the case.

## **FACTORS THAT COULD MAKE A CASE MORE COMPLEX**

If it is necessary to make or defend applications to amend claims or to provide further information about an existing claim

Defending claims that are brought by litigants in person

Making or defending application (such as for additional disclosure, costs or for further and better particulars)

Complex preliminary issues such as whether the claimant is disabled (if this is not agreed by the parties)

The number of witnesses and documents

If it is an automatic unfair dismissal claim e.g. if you are dismissed after blowing the whistle on your employer

Allegations of discrimination which are linked to the dismissal

## **ADDITIONAL CHARGES**

There will be an additional charge for attending a judicial mediation if agreed between the parties and the Tribunal. Fees for one day mediation will be £2,500.00 (excluding VAT) inclusive of preparation and attendance.

If a hearing is adjourned within two weeks of the listed hearing, additional costs will be incurred for Counsel where instructions have already been sent.

There will be additional fees for attending the final hearing of £1,500.00 per day (excluding VAT). Generally, we would allow 1 – 6 days depending on the type and complexity of your case. Where there are multiple claims a final hearing could exceed 6 days.

## **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 £750.00 to £1,500.00 per day exclusive of VAT (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 following key stages of a claim:

- Taking your initial instructions, reviewing the papers and advising you on merits and likely compensation (this is likely to be revisited throughout the matter and subject to change)
- Entering into pre-claim conciliation with ACAS where this is mandatory to explore whether a settlement can be reached;
- Preparing claim or response
- Reviewing and advising on claim or response from other party
- Exploring settlement and negotiating settlement throughout the process
- Preparing or considering a schedule of loss
- Preparing for (and attending) a Preliminary Hearing
- Disclosure of documents and exchanging documents with the other party and agreeing a bundle of documents

- Drafting and preparation of witness statements and agreeing their content with witnesses
- Preparing and agreeing a joint 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 and submissions

The stages set out above are an indication.

### **HOW LONG WILL MY MATTER 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 with ACAS, your case is likely to take up to 4-6 weeks.

If your claim proceeds to a Final Hearing, your case is likely to take 6 – 15 months depending on the time estimate for hearing and availability of the Tribunal at which the claim will be heard. Where a separate remedy is listed, this can add a further 4 months to the above estimates.

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.

### **FACTORS THAT COULD MAKE A CASE MORE COMPLEX**

- If it is necessary to make or defend applications to amend claims or to provide further 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 claimant is disabled (if this is not agreed by the parties)
- The number of witnesses and documents
- If it is an automatic unfair dismissal claim e.g. if you are dismissed after blowing the whistle on your employer
- Allegations of discrimination which are linked to the dismissal

- There will be an additional charge for attending a Tribunal Hearing of £2,000.00 per day (excluding VA). Generally, we would allow 1-3 days depending on the complexity of the 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.