

# PAYNE HICKS BEACH

## EMPLOYMENT PRICE AND SERVICE INFORMATION

We provide employment advice on all aspects of the employment relationship, whether related to its formation, operation or dissolution or pursuit or defence of claims.

Our work covers acting for private individuals, businesses, charities and professional bodies.

We advise and represent individual employees over matters vital to their daily lives, careers and professional standing, often with regulatory implications. We also support businesses and other employers in a range of activities.

Our pricing for bringing and defending claims for unfair or wrongful dismissal.

All fees and disbursements are subject to Value Added Tax (VAT) at 20% where applicable

- Simple case: £25,000 to £50,000 + VAT
- Medium complexity case: £50,000 to £100,000 + VAT
- High complexity case: £100,000 to £150,000 + VAT

We charge based on an hourly rate which varies depending on the member of staff dealing with your matter. Our lowest hourly rate is £220 and our highest hourly rate is £585. The seniority of the members of staff dealing with your case will depend on its complexity. We will discuss this with you when you instruct us.

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; and
- Allegations of discrimination which are linked to the dismissal

There will be an additional charge for attending a Tribunal Hearing, this is charged at our hourly rate (excluding VAT, charged at 20%). Depending on the complexity of your case this could generally be between one to five days.

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As at 1 June 2025, our hourly rates are as follows:

Partners	£550 to £690 + VAT
Legal Director	£420 + VAT
Associates	£360 to £395 + VAT
Trainee solicitors	£260 to £285 + VAT
Legal Assistant	£236 to £260 + VAT

## 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 £1500 to £2000 + VAT per day (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 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
- Exchanging documents with the other party and agreeing a bundle of documents
- Taking witness statements, drafting statements and agreeing their content with witnesses
- preparing 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

The stages set out above are an indication and if some of stages above are not required, the fee will be reduced. You may wish to handle the claim yourself and only have our advice in relation to some of the stages. This can also be arranged on your individual needs.

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### **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, your case is likely to take six weeks. If your claim proceeds to a Final Hearing, your case is likely to take 6 to 12 months. 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.