

Employment

We are required to provide the information below in accordance with the SRA Transparency Rules and the Price and Service Transparency Guidance issued by the SRA and the Law Society. Anderton Law is regulated by the Solicitors Regulation Authority (SRA ID 754851).

We aim to be as clear and transparent as possible over our fees, however each case is different. The information below is therefore only a guide and it is recommended that you speak to a member of the legal team if you have any queries about our charges

The two main areas we cover are Settlement Agreements and Employment tribunal Proceedings. We only act for employees.

Advising on Settlement Agreements.

Type of Fee: Agreed Fee. This is similar to a fixed fee. This means that the fee cannot be varied up or down (regardless of the outcome of the matter) and is fixed in nature.

To advise on the terms of a settlement agreement, we also often negotiate the amount of compensation your employer is willing to pay you. The agreed fee to conduct settlement agreement negotiation is typically £2750 plus VAT to negotiate settlement agreements.

The work is undertaken by:

- Director assisted by solicitor
- Solicitor/Director assisted by a paralegal

The time it takes to resolve your case is largely out of our control.

Timescale:

If the matter is resolved via a settlement agreement or in the ACAS Early Conciliation stage via an ACAS COT3 agreement, a resolution can often be as quick as a few days or weeks.

Employment Tribunal Proceedings

If we have already been acting for you and a settlement has not resulted and tribunal proceedings are necessary, we would need to carry out a case assessment.

We also accept fresh instructions from clients who we have not acted for in the pre-litigation stage, who have exhausted negotiation with their employer themselves.

Type of Fee: Agreed Fee

Our fees for drafting and filing an Employment Tribunal claim are on average between £1,200 and £2,000 plus VAT.

The fees for progressing the claim and dealing with the rest of the case are on average between £1,000 and £2,500 plus VAT.

Timescale:

If Tribunal proceedings are necessary the case could take anywhere between 2 – 24 months to resolve, depending on the Tribunal listings at the relevant hearing centre. Unfortunately, Employment Tribunals have a long backlog presently, and it is not uncommon for final hearings to be listed as long as 18 months from the submission of the claim.

We will obviously keep you informed of the timescales applicable in your case.

What services are included:

The work will involve:

- Taking instructions and reviewing all documentation
- • Negotiating a possible settlement with your former employer
- • Drafting a Schedule of Loss
- • Dealing with all aspects of document disclosure
- • Representation at preliminary hearing (if one is required)
- • Exchanging documents with the Respondent
- • Drafting witness statements
- • Preparing and assisting with the trial bundle
- • Instructing a barrister and liaising with them at the final hearing.

If a case does not settle outside of the tribunal it may also be necessary to instruct a barrister for the final hearing. The approximate rate for a barrister at a final hearing can range from £750 to £2,500 plus VAT per day depending on the barrister's seniority. This is known as a disbursement.

Disbursements that are payable:

Disbursements are costs related to your matter that are payable to third parties. We handle disbursements on your behalf

As indicated above, a barrister may be necessary if your case does not settle and a final hearing is necessary.

Barristers fees are the most common disbursement. If there are any other disbursements applicable in your case, we will notify you in advance. Other disbursements applicable, although rare, could include instructing other professionals such as a medical expert or accountant or court fees..

What Rate of VAT is Charged on our fees and Disbursements?

The standard rate of UK VAT is current 20% as explained above.

Qualifications and Experience

Your case will be dealt with by David Bendell who has over 40 years' experience specialising in employment law. If David cannot work on your case you will be introduced to another qualified solicitor who will be able to assist you.