

Claim amount	Fees
Up to £300	£35
£300.01 to £500	£50
£500.01 to £1,000	£70
£1,000.01 to £1,500	£80
£1,500.01 to £3,000	£115
£3,000.01 to £5,000	£205
£5,000.01 to £10,000	£455

£10,000.01 to £200,000 5% of the claim

£200,000.01 and more	£10,000.00
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Factors that will affect the amount of time, and thus level of costs, relating to debt recovery include (but are not always limited to):

- The sufficiency and clarity of information and documentation/correspondence provided by you.
- The debtor's response (if any), e.g. co-operative or uncooperative.
- The circumstances of the local court (see above).
- Any contractual process, such as arbitration, and/or pre-action protocol, that must be followed.
- The chosen enforcement method

Our Dispute Resolution team [we charge on an hourly rate basis] includes experienced solicitors, lawyers and paralegals whose charging rates are:

Partner £350 - £395 per hour + £70 - £79 VAT per hour

Senior Lawyer £325 - £350 per hour + £65 - £70 VAT per hour

Trainee Solicitor £275 per hour, only available for certain duties + £55 VAT per hour

VAT is charged at the prevailing rate

Employment

Detailed below is Parfitt Cresswell's guide to the likely costs involved in pursuing or contesting claims in an Employment Tribunal.

Our charges

Our charges for bringing or defending claims in an Employment Tribunal depend entirely on the type of claim and the amount of work undertaken in the matter. Due to the complex and varying nature of these types of cases, we are unlikely to be able to quote a fixed fee for this type of work.

We have set out below our normal range of costs for dealing with these claims based on our knowledge, experience, and hourly rates. These estimates do not include any disbursements, such as the fees incurred in you instructing a barrister.

Simple Case: £10,000 to £15,000 plus VAT at 20% (£2,000 - £3,000 VAT)

Medium Complexity Case: £15,000 to £20,000 plus VAT at 20% (£3,000 - £4,000 VAT)

High Complexity Case: £20,000 to £35,000 plus VAT at 20% (£4,000 - £7,000 VAT)

We charge on an hourly rate basis which varies depending on the member of staff dealing with your matter. Our solicitors' hourly rates for dealing with employment tribunal claims are from £325 per hour plus VAT. There may be other funding options available to you such as cover under an insurance policy, and we will explore any alternatives during our initial appointment with you.

Some clients prefer to present their own cases and only call on us for help as and when required at certain stages of the proceedings. Our charges are then determined by reference to the time spent and the applicable hourly rate.

Case Type Description

Simple Case

A straightforward unfair dismissal claim, wrongful dismissal claim or unlawful deduction of wages claim (i.e. unpaid holiday entitlement/unpaid wages etc).

Medium Complexity Case

An unfair dismissal claim (including a constructive unfair dismissal claim), wrongful dismissal claim or a claim of automatically unfair dismissal, including a simple allegation of discrimination based on a single alleged act or omission.

Factors likely to make the cost at the higher end of the range of our costs:

- Volume of documentation
- A lengthy history of events
- More than one witness
- Complex legal issues
- A contested preliminary hearing
- A hearing of more than 1 day
- Defending claims brought by litigants in person

High Complexity Case

A claim of unfair and/or wrongful dismissal with additional claims of automatic unfair dismissal, multiple allegations of discrimination, whistleblowing, health and safety and/or other features of complexity such as issues about employment status or jurisdiction (i.e. whether the Tribunal can hear the claim).