

BRIDGE EMPLOYMENT LAW

Costs

Responding to ET claims

Based on our extensive experience (almost 20 years private practice experience between our specialist team) we can estimate the key stages in the process and outline cost ranges too but as we know, costs on cases vary depending on the conduct of the parties and the complexity of the cases in terms of issues and evidence and law. [CLICK HERE TO VIEW THE TEAM.](#)

BRIDGE TEAM AND ALLOCATION OF YOUR WORK

Who supports you from the team depends on the complexity of the case, your sector and the subject matter of the case too.

We allocate members of the team most relevant to you.

Work will always be subject to Senior Solicitor and Director supervision.

Our fee rates between our lawyers range from £120 - £270 per-hour, this depends on experience and seniority.

BRIDGE FEES

Work in our area of expertise varies on legal complexity, volume of information, witnesses and legal issues and of course how the parties behave, thus, it is almost impossible to give early precise predictions however, we have set out herein estimates (excluding VAT) based upon our

many years of experience of a client defending an unfair dismissal (including constructive dismissal) claim, depending on the complexity of the matter:

- Low complexity: £6,000 - £8,000
- Medium complexity case: £8000 - £13,000
- Complex case: £13,000 - £35,000

Cases and their costs and time frames depend on many variables which include the following aspects that can increase or decrease fees: -

- Applications and preliminary hearings for example to strike out and/or narrow the issues
 - The volume of allegations and issues and documents
 - The number of witnesses necessary
 - Number of days in hearing

The table below gives an outline of costs at each key stage in such claims.

<u>KEY STEPS IN IN THE PROCESS</u>	<u>ESTIMATED TIME IN HOURS</u>
<i>Acas conciliation / negotiations</i>	<i>1-5 HOURS</i>
<i>Obtaining the facts and key detail of the claims from you and assessing the case merits, value and costs at the initial stage</i>	<i>3- 10 HOURS</i>
<i>Drafting Grounds of Resistance and Form ET3 and submitting the same to the Tribunal</i>	<i>3- 10 HOURS</i>
<i>Assessing ET replies and standard orders, assessing any Schedule of Losses issued by the claims and possible negotiations</i>	<i>1-5 HOURS</i>

<u>KEY STEPS IN IN THE PROCESS</u>	<u>ESTIMATED TIME IN HOURS</u>
<p><i>Attending a PHR – CMD and:</i></p> <ul style="list-style-type: none"> - <i>Attending to disclosure and orders</i> 	<p><i>2-10 HOURS</i></p>
<p><i>Preparing a Hearing Bundle</i></p>	<p><i>2 – 8 HOURS</i></p>
<p><i>Preparing witness evidence (at our site) range depends on number of statements</i></p>	<p><i>3-10 HOURS</i></p>
<p><i>Exchange and review of other sides witness evidence</i></p>	<p><i>3 – 10 HOURS</i></p>
<p><i>Preparations for hearing</i></p>	<p><i>5-10 HOURS</i></p>

<u>KEY STEPS IN IN THE PROCESS</u>	<u>ESTIMATED TIME IN HOURS</u>
<ul style="list-style-type: none"> - Conference; - Cast list; - List of issues; - Chronology; - Skeleton; - Statement of case / submissions. 	
Drafting instructions to Counsel (if not used in-house)	2-5 HOURS
Hearing attendance (per day)	8 HOURS (PER DAY)

Other Costs – Expert Fees, Medical Fees, Expenses

For example, if Counsel's is used his/her fees for representing you at a Tribunal Hearing will be added to the costs and these could range from £400 to £1500 (net of VAT added) per day.

How long will my case take?

Cases can take anywhere between 3 – 18 months depending on the issues and other variables.

Can we recover our costs?

Possible in some cases where applications could be made, although awards and securing costs are often limited.