

Employment law cases

At Lloyds Clifford Solicitors we offer a range of competitively priced funding options for claimants and respondents:

- No-win-no-fee
- Damage based fee
- Contingency fee
- Fixed fees (for specific tasks)
- Insurance funded cases.

Some cases may also be funded if a client has Home Contents Insurance or Contents/Buildings Insurance with Employment Protection Cover.

Fee structure

Employment Solicitor to review your documents we can provide a written investigation report

Standard Claims £350 (+ VAT)

Complex Claims for £750 (+VAT)

If you then instruct us to represent you for settlement negotiations through ACAS Early Conciliation or directly with your employer our Employment Solicitor fees start from £250 (+ VAT).

This allows you to receive the employment law advice and legal support you need with the certainty of an agreed fixed cost for each stage of your claim.

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

Simple case: £1000-1800 (excluding VAT)

Medium complexity case: £5000-£8000 (excluding VAT)

High complexity case: £10,000 or more (excluding VAT)

Each case is dealt and fees are agreed based on its merits

We will discuss the issue in a phone call to see whether we can help you. We will try to assess the case at initial consultation give you an indication of costs

We will consider the following 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 £350 per day (excluding 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 can vary 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)

Our fees:

Standard cases £350 (+VAT)

Complex cases £750 (+VAT)

- Entering into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached;

Our fees:

Standard cases £250 (+VAT)

Complex cases £550(+VAT)

- Preparing claim or response

Our fees:

Standard cases £350 (+VAT)

Complex cases £750(+VAT)

- Reviewing and advising on claim or response from other party

Our fees:

Standard cases £350 (+VAT)

Complex cases £650(+VAT)

- Exploring settlement and negotiating settlement throughout the process.

Our fees:

Standard cases £350 (+VAT)

Complex cases £750(+VAT)

- Preparing or considering a schedule of loss

Our fees:

Standard cases £350 (+VAT)

Complex cases £750(+VAT)

- Preparing for (and attending) a Preliminary Hearing
- Exchanging documents with the other party and agreeing a bundle of documents

Our fees:

Standard cases £350 (+VAT)

Complex cases £750(+VAT)

- 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.

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 a number of weeks or months. If your claim proceeds to a Final Hearing, your case is likely to take x-x weeks. 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.

How can you pay the fees

Many of our clients prefer us to work on a pay-as-you-go basis. For this type of service, our standard hourly rate applies.

How much does this service cost?

Time spent on your matter may include meetings with you and perhaps others; attendance at hearings; any time spent travelling and waiting; considering, reading and working on papers; preparation of any detailed costs calculations; correspondence, by letter or email, including perusal of incoming correspondence; photocopying and telegraphic transfer charges and making and receiving telephone calls. Where more than one fee earner is engaged on your matter either within one department or across two departments we will charge you for the time spent between fee earners.

The amount of time spent on your matter will be influenced by the manner in which you respond to our requests for information. Timely provision of up to date information will help us to spend less time on your matter than might otherwise be the case.

Routine letters and emails that we write and routine telephone calls, texts that we make and receive will be charged as units of 6 minutes. Other letters and calls will be charged on a time-spent basis.

The current charging rate that applies to our firm, and are exclusive of VAT, are as follows,

Heads of Department	£250.00
Solicitors	£200.00

Case workers	£150.00
Trainee solicitors	£120.00

Fixed fee option

In many cases, we can also fix our fees for the work we do. We'll take into account the likelihood of additional and unexpected work and give you a fixed cost.

Monthly Fee

For a fixed, affordable monthly fee we offer businesses unlimited telephone advice and insurance against the costs of defending claims, including tribunal compensation.

No win No fee

Where your case has a strong chance of success and of providing you with an award, we can discuss taking your case on a no-win-no-fee basis.