## Contested Employment Tribunal Expenses

This firm is regulated by the Solicitors Regulation Authority (SRA) and as such we are required to provide the following information pursuant to the SRA Transparency Rules.

Please note that as each matter is fact specific, the following information is only an indication of our likely fees in a matter. Our total overall fees are therefore impossible to quote at the beginning of a matter and accordingly, none of this information, whether in whole or in part, should be treated as any binding or fixed fee.

### Contested Tribunal Expense

Bringing or defending a claim in an employment tribunal can be expensive. Depending upon the complexity of the case, the trial can last from anywhere between one to five days. With this in mind, it is impossible to provide a fixed fee for any employment matters.

Our fee earners charge by the hour and their fees range from £225 to £375 per hour plus VAT at 20%, depending upon their experience and qualifications.

A straightforward case in the Employment Tribunal will usually start from approximately £5,000 plus VAT, with the average case costing between £6,900 - £10,900 plus VAT.

A more complex case in the Employment Tribunal will usually start from approximately £10,000 plus VAT, with the average case costing anywhere between £10,900 - £19,000 plus VAT.

These fees will notably vary depending on whether we are instructed to act on behalf of an individual or a company, as this can have an impact on the complexity of the case.

You will note that our fees do not include VAT. VAT must therefore be paid in addition to our fees.

No 'disbursements' (payments to third parties') are included within the fee range quoted above. Currently, there are no Court Fees charged to bring or defend proceedings in the employment tribunal. The amount of the disbursements listed below are subject to change at any time depending on factors outside of our control and no warranty is given as to the accuracy of any such amount. The likely disbursements may be: -

- Counsel/Barrister Fee, if required (fees range from £800 - £3,000 plus VAT, dependant on seniority and amount of time spent)
- Travel Expenses (fees range from £50 - £250, dependant on distance and mode of transport)
- Photocopying/Courier Costs

'Disbursements' are costs related to your matter and are payable to third parties such as those listed above. Depending on your instructions, we may handle the payment of the disbursement from money you have placed on our client account to ensure a smoother process. We will advise you of as many disbursements as possible prior to incurring them.

### What services are included?

Depending upon the specific facts and circumstances of each matter, we can handle as much or as little of the process for you as you would wish.

The services included within the average fee range above are as follows: -

i. Taking initial instructions.

ii. Reviewing paperwork and advising on the merits of the case.

iii. Contacting ACAS to resolve the workplace dispute and explore settlement, if necessary.

iv. Preparing a claim or defence to a claim.

v. Exploring settlement options throughout the duration of the case.

vi. Preparing for the preliminary hearing and final hearing, if necessary.

vii. Exchanging documents and reviewing documents received from the other side.

viii. Preparing witness statements and reviewing and advising upon the other sides witness statement.

ix. Dealing with and advising upon all correspondence received from the Tribunal and the other side.

x. Preparing Instructions to Counsel, if necessary.

Experience and qualifications of the individuals carrying out the work

Your matter will be handled by a suitably qualified member of the team, and all work is supervised by a senior solicitor. Whilst you matter will be assigned to an individual, it will be handled in general by the litigation team. The litigation team responsible for all Employment matters is made up as follows:

Mark Edmondson

Mark is a Consulting Solicitor at Edmondson Hall. Mark has been qualified as a solicitor for 30 years and has a great deal of experience with Employment Law. Click here to view Mark's profile.

Eleanor Fairey

Eleanor is a Solicitor who qualified in August 2026, having joined Edmondson Hall as a Trainee Solicitor in 2024. (Click here to view Eleanor's profile)