

## SRA Transparency Statement

This transparency and pricing statement is provided in accordance with the professional rules applicable to Mayer Brown International LLP, which is an SRA authorised and regulated body (SRA number 369822) that provides legal services in England and Wales. Mayer Brown International LLP is part of Mayer Brown, a global services provider comprising associated legal practices and consultancies as described in the Legal Notices section of our website. This statement does not apply to other Mayer Brown Practices or Consultancies, operating from other offices, or to services that may be offered by them.

### COSTS INFORMATION

Employment Tribunal: Range of costs

#### *Pricing*

Our pricing for defending claims for unfair dismissal is:

Simple case (assuming a two day hearing):	£40,000 to £60,000 (excluding VAT and disbursements)
Medium complexity case (assuming a one week hearing):	£75,000 to £100,000 (excluding VAT and disbursements)
High complexity case (assuming a two week hearing):	£125,000 to £175,000 (excluding VAT and disbursements)

Factors that could make a case more complex and/or increase costs above the price ranges set out above:

- 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 and/or against multiple respondents
- Making or defending a costs application
- A need for additional hearings to deal with preliminary issues
- The number of witnesses and documents
- If the Tribunal timetable becomes protracted (for example, if a Tribunal hearing is adjourned)
- Time spent on settlement discussions (this may have a material effect on costs)

If it is a dismissal connected to whistleblowing or discrimination, it is likely to be more complex and the above pricing range would need to be reviewed. A claim for wrongful dismissal in the employment tribunal is likely to be priced in the same way as a simple case of unfair dismissal.

The fees above do not include disbursements (see below).

## *Disbursements*

Disbursements are costs related to your matter, such as photocopying, travel and accommodation costs, or the costs of a barrister (counsel) to conduct the advocacy at any hearings. We handle the payment of the disbursements on your behalf to ensure a smoother process.

Counsel's fees are estimated to be between £1,500 to £7,500 per day (depending on experience of the advocate and the complexity/length of the case) 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)
- Entering into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached
- Preparing claim or response
- Reviewing and advising on claim or response from other party
- Exploring settlement and negotiating settlement throughout the process
- Preparing or considering a schedule of loss
- Preparing for (and attending) a Preliminary Hearing
- Exchanging documents with the other party and agreeing a bundle of documents
- 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 the stages above are not required, the fee will be reduced.

## *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, the case is likely to take 4-6 weeks. If your claim proceeds to the issue of proceedings and a final hearing, your case is likely to take 6 to 12 months, depending on the nature of the case and Tribunal availability. This is just an estimate and we would of course be able to give you a more accurate timescale once we have more information and as the matter progresses.

*Other*

The details of the employment lawyers in London who will handle this work for you can be found [here](#). Pricing information in this statement is provided for transparency and comparison purposes but in each case we will confirm the scope of our work and our costs in our engagement letter.

COMPLAINTS INFORMATION

We are committed to providing a high quality service. If you are a client and have any concerns about our service to you we would ask that in the first instance you contact your matter partner or relationship partner. If you would like to make a formal complaint, you can read our full complaints handling policy [here](#). Making a complaint will not affect how we handle your matter.

If for any reason the complaint is still unresolved at the end of the complaints procedure you may be eligible to refer a complaint to the Legal Ombudsman (“**LeO**”). The LeO will look at each complaint independently and this will not affect how we handle your matter. Before accepting a complaint for investigation, the LeO will check that you have tried to resolve the complaint with us first. A complaint to the LeO must be made within six months of receiving a final response to your complaint from us and no more than (i) six years from the date of act/omission or (ii) three years from the date on which you should reasonably have known there was cause for complaint. Further information about the LeO is available at [www.legalombudsman.org.uk](http://www.legalombudsman.org.uk). The LeO’s contact details are as follows:

Call: 0300 555 0333 between 9 a.m. to 5 p.m.

Email: [enquiries@legalombudsman.org.uk](mailto:enquiries@legalombudsman.org.uk)

Write: Legal Ombudsman PO Box 6806, Wolverhampton, WV1 9WJ

In addition, the Solicitors Regulation Authority provides complaints and redress mechanisms, particularly in relation to complaints concerning the behaviour of solicitors. This can include complaints for dishonesty, taking or losing a client’s money or discriminating against a client. See [www.sra.org.uk](http://www.sra.org.uk) for more details.