



HADFIELD BULL & BULL **SOLICITORS & ADVOCATES**

Range of fees for employment services

Damages based agreements (DBA)

In some cases, depending on a number of circumstances, we may be able to act on a “no win no fee” damages based agreement fee bases (known as a DBA). A DBA is an arrangement between us and you whereby our legal fees are only payable in the event the matter is successful.

For a DBA we charge up to 35% of any award or settlement received. This includes VAT but does not include the expenses that you are responsible for in accordance with the terms of the agreement.

Hourly rates

Where we are not able to offer a DBA, our fees tend to be charged on a “time spent” hourly basis. Our fees will depend on various factors, including to the complexity of your case. A broad idea of our likely fees is as follows:-

<i>Simple case:</i>	<i>£1,000 – £2,000 (excluding VAT)</i>
<i>Medium complexity case:</i>	<i>£3,000 – £5,000 (excluding VAT)</i>
<i>High complexity case:</i>	<i>£4,000 – £5,000 (excluding VAT)</i>

Factors that could make a case more complex include:-

- 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)

Hadfield Bull and Bull Solicitors is a trading name of Hadfield & Co, Bull and Bull and Neves Scott (“the Firms”). The Firms are each Authorised and Regulated by the Solicitors Regulation Authority www.sra.org.uk (SRA Numbers. 79862; 497412, 68466 and 284970; and 561341 respectively). A list of the partners of the Firms is available on request. Reference to “we” in this document is reference to the Firms.

- The number of witnesses and documents involved.
- If the claim is an automatic unfair dismissal claim.
- Allegations of discrimination which are linked to the dismissal

There will be an additional charge for attending court or tribunal hearings, estimated at £1,000 - £2,000 per day (excluding VAT). Generally we would allow 1-3 days for hearings, depending on the complexity of your case.

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.

Barristers' (Counsels') fees are estimated in the range of £2,500 to £5,000 per day (depending on experience of the advocate) for attending a court or 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.

Settlement Agreements

We also provide a Settlement Agreement service. The costs of approving a straightforward Settlement Agreement are normally in the range of £400 - £500 plus VAT.

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 last several weeks. If your claim proceeds to a final hearing, your case is likely to last several months. 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.