

Level of Fees in Employment Cases

Privately funded work

Hearing Fees

The level of fees in privately funded Employment cases in respect of hearings will be, wherever possible, agreed with you after delivery of the brief and prior to the hearing based upon the following criteria:

- Seniority/expertise of Counsel instructed;
- Complexity of the case;
- Volume of papers;
- The seriousness of the allegations;
- Preparation time;
- Length of hearing;
- Any expenses such as hotel or travel

Conference Fees

Conference fees can be agreed with us on an hourly rate for preparation time and length of conference in advance of the conference happening. The hourly rate will be based upon the criteria above, as applicable.

Paperwork Fees

Paperwork fees can be agreed as a fixed fee, or will be based on hourly rates. The hourly rate will be based upon criteria above, as applicable. Otherwise, fees for paperwork will be assessed after the paperwork has been completed and based upon criteria above, as applicable.

Insurance funded work

All insurance cases will need to have fees agreed before any work is commenced, in order for us to provide you with a fee quote we will need to take the below into consideration.

- Seniority/expertise of Counsel instructed;
- Complexity of the case;
- Volume of papers;
- The seriousness of the allegations;
- Preparation time;
- Length of hearing;
- Any expenses such as hotel or travel.

Public Access

Some of our barristers can accept instructions for employment cases by way of public access. Further information about the process can be found on our website: <https://stphilips.com/expertise-category/direct-access/>

Fees

We charge based on either hourly rates or fixed fees, depending on the nature of the instructions and how the matter is funded. Below we provide some **estimates** based on the ranges of fixed fees for barristers in St Philips Chambers. These figures are based on a routine employment tribunal proceeding, for example an unfair dismissal or wrongful dismissal claim. They do not apply where there are other claims or associated matters.

The level of fees will be based upon the following criteria:

- i. Seniority/expertise of Counsel instructed;
- ii. Complexity of the case;
- iii. Volume of papers;
- iv. The seriousness of the allegations;
- v. Preparation time;
- vi. Length of hearing;
- vii. Any expenses such as hotel or travel.

Fees Incurred

Fees will be incurred on receipt of papers or when a specific date has been agreed by those instructing us. An example of incurred dates for a routine instruction would be:

- For a 1 Day Case the Brief fee will be incurred 3 days before the hearing commences

For any cases that are longer than 1 day, the Brief fee incurred date will be agreed with those instructing us at the time of booking.

Stage of Case	Ranges of fixed fees (estimates)
Initial advice/drafting	£1,000 + VAT - £10,000 + VAT
Conference	£1,000 + VAT - £5,000 + VAT
Preliminary Hearing	£1,250 + VAT - £7,500 + VAT
Brief fee for a 1 day Final Hearing (including preparation)	£2,000 + VAT - £15,000 + VAT
Refresher fee (Court appearances per day, after the first day of the final hearing)	£1000 + VAT - £5,000 + VAT
Hourly Rate for additional, non-advocacy work	£150 + VAT - £600 + VAT

All information is correct as of 01/11/2025, but fees are **estimates only**. For a quotation, please contact the clerks on 0121 246 7015 or email one employment&pi@st-philips.com .