

Costs information

The SRA Transparency Rules 2018



Background

In June 2018, the Solicitors Regulation Authority (“SRA”) published the “SRA Transparency Rules” (“the Rules”). The Rules require all solicitors to publish price and service information for particular specified legal services provided to individuals and businesses.

The legal services offered by Camerons to business that are covered by the Rules relate to employment tribunal work in cases of unfair dismissal and wrongful dismissal (where the firm acts mainly for employers defending such claims).

The legal services offered by Camerons to individuals that are covered by the Rules relate to residential conveyancing (where the firm acts mainly for high net worth individual clients).

The following general principles apply to the legal charges to clients for the work undertaken for them by Camerons, whether businesses or charities, or individuals.

- Charges are based on hourly rates for work done, subject to adjustment as set out in our [terms of business](#), which are reviewed annually.
- Camerons does not undertake work for fixed fees and does not offer damages based agreements or conditional fee agreements.

The information required by the Rules is set out below.

Employment Tribunal services

1. The total cost or where not practicable, the average costs or range of costs:

- We do not supply our services on the basis of fixed fees for this type of work so we cannot display a ‘total cost’.
- Average costs are misleading because the samples are small and a single complex case or a case that is withdrawn or settles early can distort averages. Every case is different, some involving a long history of ‘issues’ and scores of documents (including a requirement for a search and review of relevant electronic documents such as emails, SMS texts and social media communications); so too are the demands and attitudes of the claimant and the respondent which can affect substantially the time we must spend on a case; so too are the “facts” behind each case, the facts often being disputed as to whether events took place as alleged, or at all; witnesses for one party might be inconsistent with others for the same party or appear to be unreliable in their account; to this matrix, as the case evolves, we must advise on the shifting prospects of success or failure, leading to different strategies being adopted by the client, including early or late settlement discussions.
- The range of costs incurred after a claim is made to an employment tribunal is likely to begin at £3,800 plus VAT for a case that settles early (assuming 10 hours of a partner’s work) and may rise to £50,000 plus VAT for a complex case with many witnesses and substantial documentation that proceeds to a final hearing lasting several days. Even ‘simple’ cases that proceed to a final hearing of one day are unlikely to cost less than £13,500 plus VAT. Since such costs are rarely recoverable by the winning party against the losing party, many cases are settled on a commercial basis.

2. The basis of our charges

- Our 2023 partner rates are £380 plus VAT per hour and assistant solicitor rates are £280 plus VAT per hour

3. The experience and qualifications of anyone carrying out the work

- Only solicitors undertake client work in this firm. The choice of solicitor for a case depends on a variety of factors, including the urgency, complexity, value and importance of the matter to you. There is no one size fits all.

4. The disbursements that are likely

- Currently, no fees are payable to a tribunal by a claimant on presentation of a claim.
- The likely disbursements relate to travel fares to and from the applicable tribunal if a personal attendance is required at a hearing. If a claim is proceeding at a tribunal outside London, it is usually more cost effective to instruct a barrister or a solicitor to act as our agent at any hearing. Again, there is no set fee that can be applied. All disbursements are likely to attract VAT at the standard of rate of 20%.

5. What services are included in the price displayed, key stages of the matter and likely timescales.

- Services: legal advice
- Key stages:

<u>Stage</u>	<u>Timescales</u>	<u>*Range of legal fees (estimates)</u>
Assessing the claim and the initial evidence in support (Considering your main supporting documents and what your main witnesses will say)	One month from instruction	£1,200 to £3,000
Mandatory conciliation through ACAS	Up to 3 months from dismissal or other relevant event	£750 to £1,200
Bringing/defending the claim and drafting the claim form ET1 or the defence form ET3)	3 months from dismissal or other relevant event or, if later, 28 days after the close of the mandatory conciliation process	£1,500 to £3,750
Preliminary hearing (preparing for the hearing and attending by conference telephone call) – these are rarely necessary in simple cases of unfair dismissal	If the tribunal or a party considers an initial hearing would assist in identifying issues or testing the strength of a case, say 2 months after the Response is filed	£3,750 to £6,250
Disclosure of documents (receiving all relevant documents, reviewing these and advising you)	Say 3 months after the Response is filed or 14 to 30 days after a preliminary hearing	£1,250 to £5,500
Preparation of witness statements (interviewing all witnesses or, at least, considering and refining written statements supplied by you)	Say 4 months after the Response is filed or 6 weeks after a preliminary hearing	£2,500 to £12,000
Producing several copies of case documents and other preparation for the final hearing, marshalling witnesses and conferring with the tribunal	Say 6 months after the Response is filed	£2,000 to £3,750
The final hearing	Impossible to predict; it depends on the capacity of the tribunal in which the case is proceeding. Say 12 months after the claim has been commenced	£5,000 to £20,000

IMPORTANT NOTES: The range of estimated fees given above might prove to be a substantial underestimate on your particular case. Fee estimates can be discussed following our first meeting when you will tell us as much as possible about the facts of your case and the likely amount of documents and witnesses. We can then assess a best estimate for the case or stages of a case *All fees are net of VAT which must be added at the applicable rate (currently 20%).



Residential Conveyancing services

1. The total cost or where not practicable, the average costs or range of costs:

- We do not supply our services on the basis of fixed fees for this type of work so we cannot display a 'total cost'.
- We provide a premium service for purchasing and selling high end properties and our clients are, mainly, those who are in the category of 'high net worth' individuals and/or the directors and owners of the businesses and other entities which instruct the firm. We do not offer routine or ordinary "high street" conveyancing services.
- Our clients value the fact that we aim always to be available for their enquiries.
- Average costs are misleading because the samples are small and a single complex transaction can distort averages. Every property is different; substantial homes with swimming pools, below and above ground developments containing substantial plant and machinery, state of the art technical equipment and controls often raise planning considerations, environmental issues, warranty issues, rights affecting or granted to neighbouring properties and so on. Legal titles relating to London flats often involve a hierarchy of landlords (including owners which are registered in other countries and jurisdictions). Leasehold properties raise issues relating to with UK or foreign based management and service companies, rights shared with other tenants, and complex service charge histories.

- The range of costs incurred for a freehold purchase is likely to begin at £2,950 plus VAT and for a complex transaction may rise to £15,000 plus VAT or more.
- The range of costs incurred for a leasehold purchase is likely to begin at £3,950 plus VAT and for a complex transaction may rise to £20,000 plus VAT or more.

2. The basis of our charges

- Our 2023 partner rates are £380 plus VAT per hour and assistant solicitor rates are £280 plus VAT per hour

3. The experience and qualifications of anyone carrying out the work

- Only solicitors undertake client work in this firm. The choice of solicitor for a transaction depends on a variety of factors, including the urgency, complexity, value and importance of the matter to you, the client. There is no one size fits all. Our clients usually make the choice of fee earner themselves.
- The appointment of a particular lawyer is discussed with the client on a case by case basis.

4. The disbursements that are likely

- Currently, for a purchase of a property:

○ Pre-contract searches	c.£350 to £500
○ Land Registry charges – inc pre-completion searches	£3 - £13
○ Telegraphic transfer charges on payment of deposit (if over £100,000)	£16
○ Telegraphic transfer charges on completion	£16
○ Telegraphic transfer charges on payment of SDLT	£16
○ HM Land Registry registration fees – varies according to value	£45 to £1,105
(We use the on-line registration facility – where reduced fees apply	£45 to £500

- The calculation of Stamp Duty Land Tax (**SDLT**) is based on several factors. SDLT is your responsibility and there is an on-line calculator provided and maintained at www.tax.service.gov.uk/calculate-stamp-duty-land-tax
- All our fees and all disbursements other than HM Land Registry registration fees are likely to attract VAT at the standard of rate of 20%.

5. What services are included in the price displayed, key stages of the matter and likely timescales.

- The fees mentioned above are only for our legal services to you relating to the transaction
- The key stages could be distilled as follows (where ‘P’ is a reference to purchase or purchaser; and ‘S’ is a reference to sale or seller):

○ Investigate the legal ownership of the property, any borrowing that is secured on the property, any outstanding obligations that are publicly registered or recorded, and whether any third parties have rights relating to the property;	P / S
○ Carry out various searches in relation to the property (please see below) and where necessary or desirable, view the Property with you;	P
○ Raise (for P) or answer (for S) necessary enquiries to be answered by the Seller relating to the Property;	P / S
○ Liaise with the lender in relation to any legal charge or mortgage registered on or intended to be registered on the property, as necessary;	P
○ Report to you (and any lender to you) on the legal title to the Property;	P
○ Review, negotiate and finalise the contract for sale and purchase of the Property;	P / S
○ Prepare and arrange for exchange of contracts;	P / S
○ Draft, negotiate and finalise the terms of the purchase deed (TR1);	P
○ Raise standard pre-completion enquiries and carry out pre-completion searches (on behalf of you and your lender, if any);	P
○ Ensure any legal charge or mortgage deed is in place and deal with any lender’s enquiries;	P
○ Prepare and arrange for completion;	P / S
○ Complete an SDLT return for your approval, submit this to HM Revenue and Customs and pay the SDLT using funds you have supplied for the purpose;	P
○ Deal with registration of the Property in [your/the Company’s] name[s] at the Land Registry.	P
○ Redeem by payment from funds provided by you or from the sale proceeds, any mortgages	S
○ Pay the fees of the selling agent (for S) or of the buying agent (for P) from funds provided by you	S / P