

## Costs information 2024-25

### 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 (including charities).

The legal services offered by Camerons that are covered by the Rules relate to employment tribunal work in cases of unfair dismissal and discrimination.

The following general principles apply to the legal charges to clients for the work undertaken for them by Camerons.

- 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- Average costs are misleading because the samples are small and a single complex case or a case that is withdrawn or settles early can distort averages.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 2024-25 partner rates are £390 plus VAT per hour and assistant solicitor rates are £300 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	£1,500 to £3,000
Mandatory conciliation through ACAS	Up to 3 months from dismissal or other relevant event	£750 to £1,500
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 £4,000
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 £6,500
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 £15,000
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%).