

## Pricing List

### Employment Law and Immigration Law

Our team has over 11 years of collective experience in delivering high quality work in all areas of law undertaken by the firm, including matters relating to Employment Tribunal Claims and Immigration applications. Lucy Tagoe, is the partner and head of Employment and Immigration who carries out Employment and Immigration work, assisted by caseworkers.

#### Disclaimer

- All prices quoted are without VAT, disbursements and expenses. Disbursements are costs related to your matter that are payable to third parties, such as court fees, home office fees and interpreters fees.
- VAT is not applicable where there is no lawful residence in the
- All prices quoted are for single applicant. More than one applicant or dependant on applications will incur an increased fee.

#### **Employment Tribunal**

##### **(Bringing and defending claims for unfair dismissal or wrongful dismissal)**

Our pricing for bringing and defending claims for unfair or wrongful dismissal is £2500-£5000 + VAT and disbursements\*\*

\*\*Our charges vary depending on the complexity of your case. We will discuss this with you when you instruct us\*.

#### 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)
- Making or responding to interim applications
- The number of witnesses and documents
- If it is an automatic unfair dismissal claim e.g. if you are dismissed after blowing the whistle on your employer
- Allegations of discrimination which are linked to the dismissal

## 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.

Counsel's fees are estimated between £1000 to £2000 per day excluding VAT, (depending on experience of the advocate). The fee is 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 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 for Final Hearing, including instructions to Counsel

The stages set out above are an indication and if some of stages above are not required, the fee will be reduced. You may wish to handle the claim yourself and only have our advice in relation to some of the stages. This can also be arranged on your individual needs.

## How long will my matter take?

How long a case takes depends on the amount of work involved. A matter can often end up taking quite a different shape from that envisaged at the time when it starts and legal advisers are instructed. Accordingly, it can be difficult at this early stage to give you an accurate prediction of the time it will take to conclude. As matters progress, we should be in a better position to advise you of the likely timeframes.

#### Immigration applications (excluding asylum applications)

Spouse/Partner applications for leave to enter	£1000*
Spouse/Partner applications for leave to remain	£900
Applying for a visit visa	£800
Applying for leave to remain in the UK	£900
Application to settle in the UK	£1200
Applying for a permit to join an EU Citizen	£750
Applying to remain in the UK as a family member of an EU Citizen	£1000
Applying to become British citizen	£1000
Application for a work visa	£1200
Application for Investor, business development or talent visa	£2300
Application for study visa	£1200

\*The fees quoted above do not include VAT and disbursements. However, charging VAT in relation to immigration matters may depend on where you live and what immigration permission you have. We will confirm whether VAT (at a rate of 20%) is payable when you instruct us and we can work out if VAT is properly chargeable.

Disbursements are costs related to your matter that are payable to third parties, such as visa fees, interpreters fees and independent expert report fees. We will let you know if an interpreter or independent expert report is required. If there is an interview and we do attend with you, there will be additional disbursements in respect of our mileage/travel expenses. We handle the payment of the disbursements on your behalf to ensure a smoother process.

The costs quoted here do not include:

- Any Home Office fees for making the application. You will pay this to the Home Office directly as part of the application process.
- Where the Home Office refuse your application, advice and assistance in relation to any appeal.

#### The services included

The work will involve:

- discussing your circumstances in detail and confirming whether this is the most appropriate application for you to make and what other options may be available to you;
- giving you advice about the requirements of the Immigration Rules and whether you meet the criteria.
- if you do not fulfil certain criteria, whether this can be overcome and how.
- considering the supporting evidence you have provided.
- where necessary, helping you obtain further evidence (such as medical records and bank statements), including taking statements of any witnesses.
- preparing your application and submitting it on your behalf
- Attendance at a Home Office interview: if the Home Office ask you to attend an interview, we will give you clear advice (and discuss the possibility of us attending with you) at the appropriate time.
- giving you advice about the outcome of the application and any further steps you need to take.

#### How long will my application take?

We cannot guarantee how long the Home Office will take to process your application. We recommend you read the current processing times on UK Government immigration website.