

Employment Tribunal Claims & Disputes

Pricing and Service Information

This document sets out the regulatory information required by the SRA Transparency Rules in respect of the Employment Tribunal services offered by STA Legal Limited. The legal relationship between the firm and the client is governed by the terms of business agreed at the outset of each matter; this notice is provided for information only and does not constitute a fee quotation in any individual case.

1. Scope of services

The firm acts:

- on behalf of respondents (employer-side) in claims for unfair dismissal and wrongful dismissal before the Employment Tribunal; and
- on behalf of claimants (employee-side) in claims for unfair or wrongful dismissal where the value of the dispute is reasonably anticipated to exceed £100,000.

The pricing information set out below is published in respect of simple claims for unfair dismissal and wrongful dismissal. Where a matter involves any of the following elements, the work, costs and timescales may exceed those set out below: discrimination claims; whistleblowing claims; TUPE-related claims; equal pay claims; automatic unfair dismissal claims; multiple claimants; appeals to the Employment Appeal Tribunal. In any such case the firm will provide a revised cost estimate at the outset and as the matter progresses.

2. Charging basis

The firm charges on an hourly rate basis, with banded fee estimates provided at the outset of each matter. The hourly rates applied are set in accordance with the Solicitors' Guideline Hourly Rates for the summary assessment of court costs as approved by the Master of the Rolls and published by HM Courts & Tribunals Service, effective 1 January 2026 (the "GHR"). Rates are reviewed annually and on the issue of any updated GHR.

3. Hourly rates

The firm's standard charging tariff is based on GHR National Band 1, which reflects the firm's principal place of business in Maidstone. The London 2 tariff is applied only where the genuine complexity of a matter, or the court or tribunal of allocation, justifies the uplift. The applicable tariff is confirmed in writing at the outset of each matter.

Grade	Description	National 1	London 2
A	Solicitors and legal executives with over 8 years' experience	£295	£422
B	Solicitors and legal executives with over 4 years' experience	£247	£327
C	Other solicitors or legal executives and fee earners of equivalent experience	£201	£276
D	Trainee solicitors, paralegals and other fee earners	£142	£157

VAT at 20% is added to all fees where applicable.

4. Estimated fee ranges

Based on the firm's experience of matters of similar complexity, the estimated total fees for a simple unfair or wrongful dismissal claim are as follows. The fees are exclusive of VAT, counsel's fees and disbursements.

Complexity	National tariff	London tariff
Simple case	£8,000 – £15,000	£20,000 – £35,000
Medium complexity case	£15,000 – £35,000	£35,000 – £75,000
Complex case	£35,000 – £80,000	£75,000 – £150,000

Factors that may increase the level of fees within or beyond the relevant band include: the conduct and representation of the other side; the number and length of preliminary hearings; the volume of disclosure; the number of witnesses; whether interim applications are made; the length of the final hearing; whether automatic unfair dismissal allegations or discrimination, whistleblowing or TUPE matters are pleaded; tribunal availability and adjournments; and the need for a separate remedy hearing.

5. Counsel's fees

Where counsel is instructed (whether for advisory work, drafting of pleadings, advocacy at preliminary hearings, or representation at the final hearing), counsel's fees are agreed in advance with the client. Counsel's fees are not included in the fee estimates set out at Section 4 and are payable as a disbursement.

6. Disbursements

Other disbursements that may be incurred include: court fees and tribunal fees (where applicable); travel and accommodation expenses for attendance at hearings; expert witness fees; copying and bundle preparation fees; courier fees. All disbursements are payable in addition to the firm's fees and are itemised on each invoice, with VAT shown separately. VAT is not chargeable on court fees.

7. Key stages

The firm's services typically cover the following key stages of an Employment Tribunal claim:

- taking initial instructions, reviewing documentation, and advising on merits and likely outcome (which may need to be revisited as the matter develops);
- entering into pre-claim ACAS conciliation where required;
- preparing the claim (ET1) or response (ET3);
- reviewing and advising on the other side's pleadings;
- preparing schedules of loss, lists of issues and chronologies;
- exchanging documents with the other side and preparing the hearing bundle;
- taking and exchanging witness statements;
- instructing and liaising with counsel;
- preparing for and attending preliminary and final hearings.

8. Timescales

Where settlement is reached during pre-claim ACAS conciliation, the matter typically concludes within 4–8 weeks. Where the claim proceeds to a final tribunal hearing, the matter typically takes 9–18 months from the date of issue, subject to tribunal availability and the conduct of the parties. The firm will provide a more accurate estimate of timescales once the case is fully scoped and as the matter progresses.

9. Experience and qualifications of fee earners

All Employment Tribunal matters are conducted by qualified solicitors or chartered legal executives, with assistance from paralegals where appropriate. Fee earners are graded in accordance with the GHR taxonomy set out at Section 3 above. Profiles of the firm's Employment Tribunal team and their respective qualifications and post-qualification experience are published on the firm's website.

All Employment Tribunal matters are supervised by a Director or Senior Solicitor of the firm with not fewer than [10] years' post-qualification experience in employment litigation. The supervising person is responsible for the quality, conduct and regulatory compliance of the matter.

10. Regulatory information

STA Legal Limited.

Authorised and regulated by the Solicitors Regulation Authority. SRA number: 8003444.

Registered office: The Drying Loft, 24–26 Turkey Court, Turkey Mill Business Park, Ashford Road, Maidstone, Kent ME14 5PP.

VAT number: 440 8977 65.

The firm's complaints procedure is published separately on the firm's website and is also provided in writing to clients at the outset of each matter. Clients dissatisfied with the outcome of a complaint may, in appropriate cases, refer the matter to the Legal Ombudsman or to the Solicitors Regulation Authority. Contact details and timescales are set out in the firm's complaints procedure.