

PRICING INFO

Pricing information is provided under the SRA Transparency Rules.

Generally, we will provide you with a fixed fee quote to be agreed in advance of any instructions (or stages thereof).

Should you require us to undertake any work for you which is outside the fixed fee arrangement, then this will be charged at our hourly charging rate, of £190 plus VAT for Peninsula Group Clients, and £264 plus VAT for non-Group clients.

If we need to rely on hourly rates, then we will provide you with an estimate of the time that additional work is likely to cost in advance.

Debt recovery (up to £100,000)

We will send a letter before action and attempt to engage with the debtor prior to the issue of proceedings. There is a fixed charge for this service depending on complexity of between £495 - £1,295 plus VAT and disbursements (which we will discuss with you and ask you to authorise in advance).

If proceedings are necessary but lead to a judgment in default. Then in respect of all work up to and including the entry of a default judgment, we will charge you up to £1,495 plus VAT and disbursements (which we will ask you to authorise in advance). We will include fixed recoverable costs in the claim and default judgment costs, both of which will vary according to the value of the claim.

If proceedings (to recover a debt under £10,000) are necessary, but they are defended by the debtor, and the matter proceeds to a trial (or if they are settled by negotiation/mediation). We will charge you no more than £3,950 plus VAT plus disbursements (which we will ask you to authorise in advance). We will include fixed recoverable costs in the claim, which will vary according to the value of the claim.

If proceedings (to recover a debt over £10,000 but under £100,000) are necessary, but they are defended by the debtor, and the matter proceeds to a trial (or if they are settled by negotiation/mediation). We will charge you no more than £9,950 plus VAT plus disbursements (which we will ask you to authorise in advance). In the event that you are successful then costs follow the event and we will look to recover your costs (agreed or assessed by the Court) on your behalf.

TribunalEdge - Defending an Employment Tribunal claim (exclusively for businesses)

Employment Tribunal litigation represents a significant area of business risk; although it is often said that employees represent a business's greatest asset, potentially they can also represent its greatest liability.

No matter how rigorous and fair your employment policies and procedures are, it is sometime impossible to avoid a situation escalating to an Employment Tribunal, and when it does, expert sensible pragmatic and commercially astute advice is essential; along with diligent and careful preparation.

Given the Peninsula Group's pedigree, **TribunalEdge, powered by Irwell Law** is perfectly equipped to offer you sound advice from the very outset to help maximise the likelihood of a positive and reputation enhancing outcome.

There are very many factors that will affect our fees for representing you in the defence of an Employment Tribunal claim for unfair or wrongful dismissal, but our experience tells us that complexity is by far and away the single biggest influencing factor.

With that in mind, our fees for representing you are banded according to case complexity:

Complexity	Typical Hearing Length	Estimated fees (exc. VAT and Disbursements) assuming Phase 1-7.
Low	1 day	£7,000 - £10,000
Medium	2-3 days	£10,000 - £15,000
High	4+ days	£15,000 - £25,000

All fees are exclusive of VAT. Disbursements will also be charged separately, which we will ask you to authorise in advance.

Phase of ET	Scope of Work	Fixed Fee
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Phase 1 – Early Conciliation (ACAS)	<p>Getting the foundation of your case right is central to the future prospects of the case. A stage 1 instruction includes detailed specialist advice and resolution. Early involvement often saves thousands in legal costs, protecting your position from the outset, and potentially resolving your case before it even reaches the Tribunal.</p> <ul style="list-style-type: none"> - Initial review of dispute and discussion of evidence - Advice on liability, prospects and strategy - Sch. Of Loss (if required) - Drafting response for ACAS EC - Negotiation (if appropriate) - COT3 or Settlement Agreement with full negotiation service (if required) - Up to 1-hour joint conference 	<p>£695 - £1,495 plus VAT</p> <p><i>Fixed fee excludes multi-party cases or claims for whistleblowing</i></p>
Phase 2 – Response to Claim (ET3) and Initial Case Preparation	<p>The Particulars of response set out the Respondent's response to the claim.</p> <p>The Grounds of Resistance are your first and primary opportunity to challenge the claim brought against your company. It sets the tone for the entire case and builds credibility in your defence. It is of critical importance to have an experienced lawyer prepare your case and set out your defence (Grounds of Resistance)</p> <ul style="list-style-type: none"> - Detailed review of the ET1 and supporting documents - Review of the Evidence Bundle - Taking detailed instructions and preparing your ET3 response - Advising on a recommended defence strategy - Preparing a draft a chronology - Collate initial document create a disclosure plan 	<p>£2,495 plus VAT</p> <p><i>Assumes one respondent</i></p>
Phase 3 – Case Management and Preliminary Hearings	<p>Effective and proactive case management to prevent procedural issues and reduce delays. Our lawyers will act to ensure your case is well-organised around a Tribunal timescale that works in your favour.</p>	<p>£995 plus VAT</p> <p>Plus £995 refresher (for example,</p>

	<ul style="list-style-type: none"> - Draft and agree Case Management Agenda - Represent you at the preliminary hearing - Obtain and review Tribunal directions - Advise you on procedural steps and compliance. 	<p>substantive Prelim hearings)</p> <p><i>Remote attendance, price per hearing. Plus, disbursements for in-person</i></p>
Phase 4 – Disclosure and Witness Statements	<p>Strong documentary and witness evidence often decides the outcome of a case. We will work hand-in-hand to present a clear, credible narrative, which addresses legal challenges head-on and presents consistent and coherent evidence.</p> <ul style="list-style-type: none"> - Identify and advise on relevant documents - Prepare a list of disclosure and exchange with the claimant - Support, assist and draft your witness' statement, working closely with you to perfect the content - Complete exchange of witness statements 	<p>£1,995 plus VAT</p> <p>£995 plus VAT per additional witness</p>
Phase 5 – Hearing Preparation	<p>Preparation is key and your lawyer will work with you personally to ensure no stone is unturned. You need confident witnesses who know the case in and out, our lawyers will ensure they are 'battle ready'</p> <ul style="list-style-type: none"> - Ongoing disclosure - Advice on the Claimant's witness statement - Pre-hearing conference to finalise case preparation and 'plug any gaps' 	£1,495 plus VAT
Phase 6 – Hearing and Outcome	<p>With your reputation and finances on the line, you need experienced professionals managing every detail of the final hearing. We'll have your back every step of the way.</p> <ul style="list-style-type: none"> - Coordinate attendance and briefing - Represent you in court including any applications and case management - Cross-examination of the Claimant 	£2,995 plus VAT plus £995 per additional day for multi-day hearings

	<p>and their evidence</p> <ul style="list-style-type: none"> - Examination of your witnesses - Legal Submissions - Costs applications 	
Phase 7 – Remedy Hearing or Appeal (if required)	<p>Even after a judgment continued legal engagement can make a major difference to outcomes on remedy or appeal. We work tirelessly to protect your business interests and limit exposure.</p> <ul style="list-style-type: none"> - Advise on grounds of appeal and remedy issues - Prepare and file and post-hearing documentation - Represent you at the remedy or appeal hearing 	£1,995 plus VAT plus £995 per additional day for multi-day hearings