

Employer fee options

Initial fixed fee one hour consultation meeting – The one-hour fixed fee meeting is offered at a discounted hourly rate of £300 (inclusive of VAT). This fee will include preparation/reading time in advance of the meeting (up to 15 minutes). If more than 15 minutes reading is required to review / read documents before a meeting, we may charge a higher fee, but we will discuss this with you before you confirm your instruction. Additional work at our normal hourly rates will be incurred for any additional work you ask us to undertake but an estimate for work will be agreed with you.

Hourly rates – the Employment Team current hourly rates range from £270 + VAT to £450 + VAT. Work undertaken on this basis is for complex or lengthy cases.

Discounted hourly rates bundle – a bundle of discounted hours can be used for ad hoc advice over a set period of time allowing you to use the time as you need it. Discounts to hourly rates will depend on the number of hours involved.

Fixed fee – we can offer a fixed fee in certain circumstances for drafting contracts, policies and procedures or providing the business with employment related training.

Employment retainer packages – fixed fee monthly charge for telephone advice line or advice line, annual review of documents and bolt on insurance protection against claims.

Settlement Agreements – we can draft settlement agreements for your employees where a termination of employment occurs as a result of redundancy, dispute or mutual agreement. A fixed fee can be offered for the drafting of this agreement. Fees will depend on the circumstances of the termination, seniority of the employee, and the terms.

Settlement Agreements - for non-client employers – we can provide a fast and efficient independent service to your employees who need legal advice on a settlement agreement as a result of a restructure or redundancy exercise, dispute

or a mutual agreement for an agreed fixed fee. Where multiple employees are affected, we can offer a dedicated team to manage one to one meetings with the employees either at your office premises (subject to location) or via Teams/Zoom to advise on the terms and effect of the agreement, finalise the terms and complete the adviser certificate electronically. A competitive fixed fee per agreement can be offered, depending on the number of agreements involved.

Employment Tribunal representation - General details of the costs for representing you in the Employment Tribunal are available on our [website](#). A specific estimate will be provided to you based on the case once further details have been provided.

Legal expenses insurance - some employers will have access to this insurance through office insurance for defending claims in the employment tribunal. If you do have cover, you should find out the steps that you need to take to secure funding. Depending on the cover available, an employer may need confirmation that you will have reasonable prospects of defending the claim. Where you have cover, your insurer can offer one of their panel firms to represent you but if you would prefer to use your own firm, you can do so. We can review the insurers terms and can agree to act if we can agree hourly rates with them. Sometimes, the insurer will cover part of our fees with clients covering the shortfall.