

# Fees & Funding

At your first meeting, we will discuss your funding options with you.

Whether you fund your case yourself or through your Legal Expense Insurer, our approach to costs is be fair and transparent.

We will ensure that you are given information on:

- Our hourly rates including VAT
- How we calculate our fees
- The likely costs to prepare and run your employment case
- Regular updates on costs
- The costs of any disbursements, such as Barrister's fees, expert fees or additional costs

**We offer the following options to fund your case:**

## **Hourly Rate**

This is the usual method of funding your case and your costs are charged on an hour by hour basis.

## **Legal Expenses Insurance**

Many household and motor insurance policies include cover for legal costs for employment cases. You should always check your existing insurance policies before your first appointment to see if this is a funding option available to you to cover part or all of the costs of your case.

## **Fixed Fees**

In some cases, we may be able to assist you for a fixed fee for specific work you may require our legal support. We need to assess your case and will provide you with an estimate of our fixed fee for that work.

## **Settlement Agreements**

If you are asked to enter into a Settlement Agreement, we generally seek to negotiate that all, or a substantial proportion of your legal fees to reach a legally binding Settlement Agreement are paid by your employer. If not, we will explain any costs payable by you.

## **Costs payable/ recoverable at Employment Tribunal or Employment Appeal Tribunal**

In the majority of cases at Employment Tribunal and Employment Appeal Tribunal, each party bears their own costs. Generally, should your claim be unsuccessful then you will not be responsible for the other sides legal fees. Should you/ or the other party seek to pursue legal costs, we will fully explain the likelihood of this and any costs recoverable/ payable by you.

For more information please call 0203 393 3000 or contact us on [Arjumand@strandsolicitors.co.uk](mailto:Arjumand@strandsolicitors.co.uk) and we'll be happy to help you.