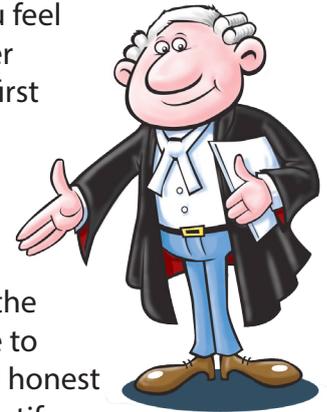


## New Clients

If you are a new client to Approachable Lawyer then it is important to us that you feel comfortable with the advice that you are receiving before you commit to a longer term relationship with us. Therefore, we offer special introductory rates for your first consultation as follow:

Telephone consultation (30 mins or less): \$75 + GST  
Face to face meeting (1 hour or less): \$175 + GST

These fees include briefly reading any background material you send us prior to the consultation. The purpose of the initial consultation is to give you the confidence to make a decision whether to proceed with your case further. We will be open and honest with you and will not encourage you to pursue a grievance if the merits do not justify it or the costs would outweigh any perceived gain. We will always provide our best estimate of the likely costs you will incur at each stage of the grievance process.



## Personal Grievance Claims

We aim to to give you certainty concerning the level of fees you will incur when you engage us to represent you. However, we do not charge on a “no win / no fee” basis, nor do we offer legal aid.

The fee you will be charged for the work we do will be calculated based upon an hourly rate which reflects the likely damages award you would receive in the Employment Relations Authority or any settlement we achieve on your behalf. Since both damages and settlements often reflect the salary or wages which you earned with your employer, the hourly rate we charge will be determined in accordance with the table below. Where possible we will give you an estimate of the likely costs you will incur for each stage of your grievance. However, since these are only estimates we cannot guarantee how much you will have to pay since the final amount is often influenced by outside factors. We pride ourselves on being efficient at every stage of the grievance process and will keep you updated as costs are incurred.

Remuneration below \$60k pa	Between \$60k - \$80k	Between \$81-\$120k pa	Above \$120k pa
\$225 + GST ph	\$250 + GST ph	\$275 + GST ph	\$300 + GST ph

## Payment of fees

Unless we agree separately with you, all cases will be invoiced on a monthly basis or at significant milestones. We are often unable to wait until the conclusion of a case to receive payment, therefore you should budget for these fees irrespective of the outcome. In cases of severe financial hardship we are happy to discuss payment terms.

## Other Advisory Work

We also provide advice in relation to matters which do not fall into the typical grievance model. For example, advice in relation to signing an employment agreement or representation at a disciplinary or performance management meeting. We also charge for this type of advice based upon the table above. Where long travel time is required attend a meeting with your employer we will quote you separately.