

The TCM Conflict Calculator

The TCM Conflict Calculator has been designed to help you to capture quantitative data during your conflict analysis. The headings in each column can be modified to suit your own needs, circumstances and context.

To calculate the cost per day, this would typically be the gross annual salary divided by 260 (days worked in a year).

Table a: Internal costs

		Informal resolution	Investigation	Determination	Appeals	Legal fees	Tribunal	Suspension and sickness	Temp cover	TOTAL
Stakeholder	Cost per day	no. of days	no. of days	no. of days	no. of days	no. of days	no. of days	no. of days	no. of days	TOTAL Days x cost per day
Party 1 (aggrieved)										
Party 2										
Party 3										
Parties rep A										
Parties rep B										
HR person 1										
HR person 2										
HR person 3										
Manager a										
Manager b										
Manager c										
Witness x										
Witness y										
Witness z										
Investigator										
Temp/locum a										

Temp/locum b										
Determination panel										
Legal representative										
Barrister/counsel										
Other										
TOTAL										

Total of Table a	£
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Table b: external costs, settlement agreements and awards

Other costs										
Specialist advice										
Settlement agreements										
Awards at tribunal										
Other costs										

Total of Table b	£
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TOTAL cost of conflict (sum of table a and table b) = £