



EMPLOYMENT TRIBUNALS: PRICING INFORMATION

We believe in costs transparency. Below is an overview of typical legal fees for bringing or defending claims for wrongful or unfair dismissal (including constructive dismissal).

Please note: Every case is unique, so actual costs may vary. Before any charges are incurred, we will provide a detailed estimate and only proceed once you confirm you wish to go ahead.

For tailored advice, contact our employment team.

Who will handle your claim?

Your case will be managed by our specialist employment lawyers with extensive experience in tribunal work.

Breaking down the costs

Legal costs for employment tribunal claims typically include two elements:

1. Solicitor fees - for the work carried out by our team.
2. Disbursements - payments to third parties, such as court fees or expert reports.

Solicitor costs

Our fees are calculated based on our hourly rates:

Partner	£360 plus VAT
Legal Director	£300 plus VAT
Senior Associate	£275 plus VAT
Associate	£250 plus VAT
Solicitor	£200 plus VAT
Trainee Solicitor	£150 plus VAT
Paralegal	£125 plus VAT

Why we don't give fixed quotes

Every case is different, so we can't provide a single fixed price for handling an entire claim. Costs vary significantly depending on how the case progresses:

- **Early Settlement:** If the claim resolves quickly (for example, within days or weeks after ACAS notification or proceedings begin), costs will be much lower.
- **Full Hearing:** If the case goes to a final hearing before a judge, it could take up to 18 months, depending on complexity and tribunal availability, which increases costs.

Flexible support options

You may not need full representation for the entire claim. We offer fixed-fee or capped-fee services for specific tasks (e.g., drafting a schedule of loss or witness statement).

What are disbursements?

Disbursements are costs we pay to other organisations on your behalf, acting as your agent.

Typical examples in employment tribunal claims include:

- **Barrister's fees** - for attending a hearing as your representative
- **Expert Reports** - such as medical reports to establish whether a claimant has a disability.

Expert costs can vary significantly depending on their experience and expertise. If an expert is needed, we will source and instruct the most appropriate professional for your case.

Your approval matters - Before incurring any disbursement, we will always obtain a quote and seek your express authorisation. No disbursement will be incurred without your consent.

Other funding methods

Before commencing work we will assist you with checking whether you have any pre-existing insurance cover that could contribute to or completely cover your legal costs.

Employers who are signed up to our legal support packages have the option to take out an annual insurance policy to cover all legal costs in defending a claim and the cost of an employment tribunal award.

Please note that we do not offer damages based (also known as no-win, no fee) agreements.

Cost Recovery

It's important to note that even if you succeed in your employment tribunal claim, you are unlikely to recover your legal costs. If cost recovery becomes relevant to your case, we will provide detailed advice on your options.

Stages of an employment tribunal claim and costs illustrations

Below are examples of typical costs for wrongful and unfair dismissal claims that proceed to a full hearing. These figures are illustrative only and should not be treated as fixed quotations.

The estimates cover work across the following key stages: The estimates cover all of the work in relation to the following key stages of a claim. These are envisaged to be as follows:

Pre-Action

- Taking initial instructions, reviewing papers, and advising on merits and likely compensation throughout the case.
- Entering into pre-claim conciliation to explore settlement.

Beginning claim or response

- Preparing a claim form (ET1) or response form (ET3) and setting out the legal basis.
- Reviewing and advising on the other party's claim or response.
- Exploring and negotiating settlement throughout.
- Preparing or reviewing a schedule of loss and any counter-schedule.

Case management

- Preparing for and attending a Preliminary Hearing.
- Exchanging documents and agreeing a bundle.
- Drafting and agreeing witness statements.
- Reviewing the other party's witness statements.
- Agreeing a list of issues, chronology, and cast list.

Final hearing

- Preparing for and attending the hearing, including instructing a barrister.

WRONGFUL DISMISSAL

Complexity of claim	Likely characteristics of a claim in this category	Range of likely solicitor costs (excl. VAT & advocacy costs)	Disbursement Estimate (excl. VAT)
Simple	<i>Claim for unpaid notice pay only; no preliminary hearings; 1 witness on each side; hearing listed for 1 hour.</i>	£3,000 - £5,000	Advocacy Fee: £750 - £1,500
Medium	<i>Claim for unpaid notice pay with other interlinked issues such as non-payment of holiday pay or other amounts owed under a bonus, commission or other incentive scheme; breach of contractual disciplinary or redundancy procedure; no preliminary hearings; maximum of 2 witnesses on each side; hearing listed for 3 hours - 1 day.</i>	£3,500 - £6,500	Advocacy Fee: £1,000 - £3,000
High	<i>Claim of unpaid notice pay with other interlinked issues concerning matters such as discrimination, whistleblowing or TUPE; claim against more than 1 respondent; preliminary hearing(s); multiple witnesses on both sides; hearing is listed for more than 1 day.</i>	£4,000 - £10,000	Advocacy Fee: £1,500 - £3,000 (first day); further days: £750 - £2,000 per day Medical report*

UNFAIR DISMISSAL (INCLUDING CONSTRUCTIVE DISMISSAL)

Complexity of claim	Likely characteristics of a claim in this category	Range of likely solicitor costs (excl. VAT & advocacy costs)	Disbursement Estimate (excl. VAT)
Simple	<i>Stand-alone unfair dismissal claim (e.g. dismissed for conduct reasons with no regard to fair procedure); no preliminary hearings; maximum of 2 witnesses on each side; hearing listed for 1 day.</i>	£5,000 - £10,000	Advocacy Fee: £1,500 - £2,500
Medium	<i>Unfair dismissal claim with other associated issues such as amounts owed under a bonus, commission or other incentive scheme; claim against more than 1 respondent; no preliminary hearings; multiple witnesses; hearing listed for 1 - 2 days.</i>	£7,500 - £15,000	Advocacy Fee: £1,500 - £3,000 (first day); further days: £750 - £2,000 per day
High	<i>Unfair dismissal claim with other interlinked issues concerning matters such as discrimination or whistleblowing; claim against more than 1 respondent; preliminary hearing(s); multiple witnesses on both sides; hearing is listed for more than 2 days.</i>	£12,500 - £30,000	Advocacy Fee: £1,500 - £3,000 (first day); further days: £750 - £2,000 per day Medical report ¹

¹ The cost of a medical report will depend on the expertise of the expert instructed. A GP report is likely to cost in the region of £150 - £250 (excluding VAT). A full report from a consultant could be in the region of £750 - £1,500 (excluding VAT). Medical reports are not a standard requirement for unfair or wrongful dismissal claims. They are most commonly required in cases involving disability discrimination.

Factors That Can Increase Complexity (and Costs)

Certain circumstances can make a case more complex, which may increase the overall fees. These include:

- Applications to amend claims or provide additional information.
- Defending claims brought by individuals without legal representation.
- Making or defending a costs application.
- Complex preliminary issues, such as:
 - Whether the claimant is disabled (if disputed).
 - Claims submitted outside the limitation period.
- A large number of witnesses or documents.
- Claims involving new or untested points of law.
- Automatic unfair dismissal claims (e.g., whistleblowing cases).
- Allegations of discrimination linked to dismissal.
- Claims involving TUPE regulations or multiple respondents.
- Tribunal hearings postponed at short notice or requiring additional sittings beyond the allocated hearing window.

Need tailored advice? Contact our employment team today.

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