

## Employment Tribunal Claims – Overview of our Pricing and Services

This document contains our overview of costs relating to bringing or defending single employment tribunal claims including Unfair Dismissal and Wrongful Dismissal.

Claims of these types vary enormously in terms of:

- The amount of documentation involved;
- The number of witnesses involved;
- The complexity of any overlapping legal issues; and - The number and length of any hearings.

For this reason, predicting the likely total cost of legal representation is difficult. We have therefore provided a range of costs below and outlined some of the factors which are likely to influence where in the bracket your matter will fall.

### Legal Fees

Legal Fees are the amount you will be required to pay for all the work performed by us in actioning your instructions from commencement of your case to conclusion.

VAT will be payable on our fees and some disbursements, currently 20%, and we will clearly confirm which disbursements carry VAT in our formal quotation or as we advise you to incur them.

We are happy to discuss your case with you and provide a cost estimate (on a no obligation basis) so do feel free to get in touch with our Employment Team using the details provided below.

- **Medium Complexity case: £10,000 - £18,000 plus VAT at 20% (£12,000.00 - £21,600.00 inc. VAT)**
- **High Complexity case: £18,000 - £42,000 plus VAT at 20% (£21,600.00 - £50,400.00 inc. VAT)**

The above costs are based on our usual hourly rates of £275.00 plus VAT (£330.00 inc. VAT) - £460.00 plus VAT (£552.00 inc. VAT), which vary depending on the level of seniority of the person with conduct of the case and are increased annually. Details of our current hourly rates will be set out in our terms of business provided at the outset of the matter.

Daily charges for attendance at a Tribunal Hearing are estimated at £2,000 - £3,000 plus VAT at 20% (£2,400.00 - £3,600.00 inc. VAT) (plus travel expenses).

The costs can often be lower than those stated above, for example if an early settlement is reached before the final hearing.

If your matter becomes complex (see below) our fees may increase further and we will notify you in advance of any increased costs.

We will provide costs advice tailored to the facts and issues of your particular case once we have taken your initial instructions and we will keep costs under review and updated as your case progresses.

If at any stage our fees change, we will notify you and discuss the reason for any changes. This would typically occur if you change your instructions or your case involves an unforeseen complexity.

**Our fees assume that:**

- a) The transaction is concluded in a timely manner and no unforeseen complication arise.
- b) All parties to the transaction are co-operative and there is no unreasonable delay from any parties providing documentation.

**Case Type Description**

**Medium Complexity**

An unfair dismissal claim (including a constructive unfair dismissal claim), wrongful dismissal claim or a claim of automatically unfair dismissal, including a simple allegation of discrimination based on a single alleged act or omission.

Factors likely to make the cost at the higher end of the range of our costs:

- Volume of documentation
- A lengthy history of events
- More than one witness
- Complex legal issues
- A contested preliminary hearing
- A hearing of more than 1 day

**High Complexity**

A claim of unfair and/or wrongful dismissal with additional claims of automatic unfair dismissal, multiple allegations of discrimination, whistleblowing, health and safety and/or other features of complexity such as issues about employment status or jurisdiction (i.e. whether the Tribunal can hear the claim).

Factors likely to make the cost at the higher end of the range of our costs:

- Volume of documentation
- A lengthy history of events
- Multiple witnesses
- Litigants in person (not legally represented)
- Complex legal issues including discrimination, health and safety, whistleblowing etc.
- A contested preliminary hearing to determine challenging preliminary legal issues
- A lengthy final hearing (i.e. more than 2 days)
- Applications to amend claims or provide further disclosure about an existing claim
- Contested costs applications
- High potential value of claim
- Medical or other expert evidence involved

## **Disbursements (not included in our fees)**

Such costs related to your matter that are payable to third parties. We may need to involve other experts in your case, for example, doctors or barristers. In that case, additional costs may be payable which we cannot forecast here as it will depend on the fee estimate given to us by the third party.

If we recommend the use of a third party, we will always discuss and agree the associated costs with you first and will handle the payment of the disbursements on your behalf, subject to receiving a payment on account. Barrister's fees (preparation time and attendance at hearings) vary considerably, depending on their seniority or speciality. However, as an example, fees can be in the region of:

- The fees of a barrister vary depending on the experience of the advocate and their expertise. In our experience, the initial fee for a barrister and the first day of the hearing (known as the brief fee) will be in the region of £2,500.00 VAT (£3,000.00 Inc. VAT). Each subsequent day would be an additional £750 to £1,750 plus VAT (£900 - £2,100 Inc. VAT).
- If you want a very experienced barrister, then the cost is likely to be more. You may also incur additional charges such as travel costs for us to attend meetings and hearings.
- Medical report fees/ other experts fees (if applicable) – on occasion an expert report may be required in our experience a cost of these reports range from £750.00 - £2000.00 + VAT (£900.00 - £2,400.00 Inc. VAT).

## **Our Services**

- Taking your initial instructions, reviewing the papers and advising you on merits and likely compensation (this is likely to be revisited throughout the matter and subject to change)
- Entering into pre-claim conciliation with ACAS to explore whether a settlement can be reached as an alternative to litigation
- Preparing the tribunal claim form (ET1) or response form (ET3)
- Reviewing and advising on the claim or response from the other party
- Exploring settlement options and considering negotiating settlement throughout the process
- Preparing or considering a schedule of loss/counter-schedule of loss
- Liaising with the Tribunal and the other party or parties
- Drafting applications to the Tribunal for case management or interim orders or responding to such applications from the other party
- Preparing for (and attending) a Preliminary Hearing or Case Management Discussion
- Exchanging documents with the other party, requesting missing documents (including making any applications to the Tribunal) and agreeing a bundle of documents for use at the hearing
- Taking witness statements, drafting statements and agreeing their content with witnesses
- Preparing the bundle of documents/evidence to be used at the hearing
- Reviewing and advising on the other party's witness statements
- Agreeing a list of issues, a chronology and/or cast list
- Preparation and attendance at Final Hearing, including providing instructions to Counsel.

## **The stages above are indicative only.**

The stages set out above are an indication and some of the stages above may not be required. You may wish to handle the claim yourself and only have our advice in relation to some of the stages. This can also be arranged on your individual needs.

## **Timescales**

This is largely determined by the complexity of your case and the Employment Tribunal's waiting times for hearings. Waiting times vary considerably, depending on where your claim will be heard. On average, completion time for an Employment Tribunal claim is estimated to be between 12 – 24 months.

Many claims resolve by settlement or mediated agreement before a final hearing takes place. If such an option is in your interest, we will always pursue it for you. Cases that conclude in this way are usually resolved much more quickly – often in a matter of weeks. But on occasion it takes parties many months to investigate the issues in the case and get to the point where agreeing a settlement is possible.

## **Our Employment Team**

Below you can see the members of our Employment Law Team. Regardless of who works on your matter, they will be supervised by Joseph Oates, Partner and Head of Dispute Resolution and Employment Law.

[Joseph Oates](#)

[Molly Mackay](#)

**All fees are correct as of 1 April 2026.**