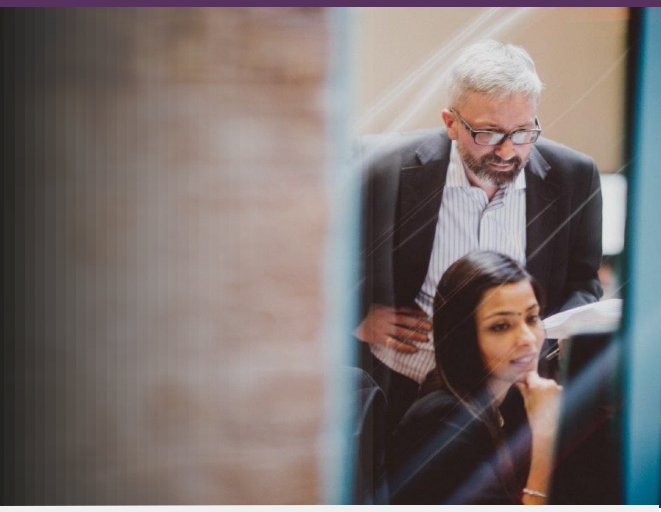
RIAA Barker Gillette

For Employees

Costs in unfair and wrongful dismissal claims in the Employment Tribunals

October 2026



We will always liaise closely with you at the outset of any instruction to agree on costs before undertaking any item of work.

It is important to us that you understand the upfront costs associated with our instruction. You should be aware that the normal rule in Employment Tribunals is that the parties bear their own costs regardless of the outcome. There are exceptions to this general rule where cases are brought unreasonably or where the conduct of the claim is unreasonable.

Claims for unfair and wrongful dismissal come in various shapes and sizes, and the cost of bringing proceedings will depend on the nature of the issues (for example, whether it is a misconduct case or one dealing with redundancy), the volume of the documentary evidence, the number of witnesses likely to be called and the duration of the final hearing (which is determined by the Employment Tribunal normally at a case management hearing). For these reasons, it is not possible to provide any meaningful estimate of costs in advance of a fuller understanding of the claims.

We set out below the typical range of costs to be expected when a former employee instructs us in relation to advice and representation when bringing a claim against their former employer in the Employment Tribunal for either unfair dismissal or wrongful dismissal. In some cases, it may be possible to agree with us a fixed fee in relation to the work from start to finish, but a fixed fee may not be in your best interests if there is a prospect of early settlement.

The total charges (excluding disbursements) in acting on behalf of a former employee in a claim for unfair or wrongful dismissal will normally be in the region of £45,000 plus VAT at the current rate, being 20% (£54,000 inclusive of VAT) for a simple case. A significant element of our charges will depend on the length of the final hearing before the Employment Tribunal, and this can range from one day in the simplest of cases to two weeks or more in complex cases. It will also turn on the complexities of the case which might include the number of parties, whether it is necessary to make, or defend applications prior to the final hearing and whether there are allegations of discrimination linked to an unfair dismissal. For a medium complexity case, the total charges (excluding disbursements) will normally be in the region of £50,000 plus VAT at the current rate, being 20% (£60,000 inclusive of VAT). For a high complexity case, the total charges (excluding disbursements) will normally be in the region of £55,000 to £60,000 plus VAT at the current rate, being 20% (£66,000 to £72,600 inclusive of VAT).

Our charges include the following work:

- taking your full instructions;
- advising you on the merits;
- assisting you in referring the claim to ACAS (a mandatory first step prior to proceedings);
- preparing and filing the ET1 claim form and Particulars of Claim/liaising with counsel in this regard;
- preparing for and attending a case management hearing (or agreeing on the case management timetable) and briefing counsel for the hearing if appropriate;
- preparing and agreeing on a list of issues if required;
- dealing with your disclosure obligations;

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SRA Transparency Rules 2018 - Employment - For Individuals - October 2026

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- reviewing the respondent's disclosure;
- preparing witness evidence;
- instructing counsel for the hearing;
- preparing the case for the final hearing, which will include agreeing and preparing trial bundles, and liaising with counsel and witnesses; and
- attending the hearing.

In terms of timescales, this is very much dictated by the Employment Tribunal, which sets a timetable and will fix the hearing dates subject to its own resources. You should anticipate an average of an 18-month turnaround from the date a referral is made to ACAS to the date the Employment Tribunal lists for the final hearing. In some cases, this may be longer depending on which Employment Tribunal the claim is listed. It is now becoming increasingly common for final hearings to be listed within 24 months.

The indicative cost range does not include our charges for any work that may prove necessary during the claim, which would be unknown at the outset; such as an interim application for specific disclosure or occasioned due to a party's non-compliance.

In most cases, we recommend that counsel is instructed to represent you at the final hearing. Sometimes, it is appropriate to retain counsel to advise on the merits and to settle the Particulars of Claim. the level of the brief fees for counsel will depend upon their seniority and the duration of the hearing. Counsel's fees would be a disbursement payable by you and would be in the region of £8,000 plus VAT (£9,600 inclusive of VAT for a one-day hearing). The brief fee covers the preparation for the hearing and the first day. Counsel charges a refresher fee for each additional day, and the range of refresher fees is normally in the region of £1,500 to £3,000 plus VAT (£1,800 to £3,600 inclusive of VAT).

We allocate work based on your case's complexity and the experience of our fee-earners. Time spent is charged at the fee-earner's hourly rate.

Fee-Earner	Position	Standard Hourly Charge Out Rate	Year of Qualification
Karen Cole	Partner and Head of Department	£575 plus VAT	2013
Alex Deal	Managing Partner	£750 plus VAT	2001
Daniel Downes	Associate Solicitor	£450 plus VAT	2005
Grayson Stuckey	Solicitor	£250 plus VAT	2026

Our charges are subject to VAT, currently 20% in the UK.

Daniel and Grayson's work is undertaken under the supervision of Karen and Alex.

For full details of our charges, please see the "Charges" section of our general terms of business, a hard copy of which is available upon request.

We are happy to discuss the costs in relation to any item of work we undertake. Contact Karen Cole today to discuss your enquiry.

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