



**Georgina Hirsch**  
Year of Call: 2009



Georgina is a Senior Junior with specialisms in trade union and employment law, employment related tax, mediation and investigations. She is ranked as one of only a handful of barristers in Chambers and Partners for Industrial Relations work.

Georgina joined the Bar in 2009 after a successful 15 year career as a solicitor. Her experience is reflected in performance well above her call. She has appeared in the Supreme Court in three cases, including the most significant case for trade union collective bargaining law this century.

She has been praised for her clear advice, persuasive advocacy, and excellent client service.

Georgina's judgment and wide career experience were recognised in 2024 by the Institute of Directors appointing her as a Commissioner on their Commission to develop a Code of Conduct for Directors.

She is Junior Counsel to the Attorney General (A Panel) and is ranked in Chambers & Partners and The Legal 500 for Employment and Telecoms Regulation.

Georgina has particularly wide experience in employment law work; both on an individual and collective basis. Recent notable cases include the trade union detriment appeal in *Kostal UK (Ltd.) v Dunkley & others* [2021] UKSC 47; The Supreme Court redundancy case of *R (oao Palmer) v Northern Derbyshire Magistrate's Court* [2023] UKSC 38; The Addison Lee employment status appeals, and acting for Coutts Bank – successfully defending claims of equal pay and associated Equality Act claims, as reported in The Times.

She has a growing practice as a mediator in employment disputes.

Georgina also has experience in general civil and commercial cases, as well as a growing tax practice focussing on employment status and employment related tax.

Georgina's telecoms work ranges from competition and regulatory work in the CAT and Court of Appeal to wayleaves actions.

During her time as a solicitor, Georgina obtained an MBA before spending her last 7 years as a solicitor working in-house as Director of Legal Services at what became the UK's largest union, with 2.2 million members covering engineering, transport, banking, health professionals, printers, construction workers, and many others. That experience gives her a unique insight into the full range of trade union related legal issues, not least the many problems arising from the Supreme Court's approach in the *Kostal* case.

In her earlier career she had spent 6 years in a Legal Aid firm, specialising in employment, personal Injury and Judicial Review gaining advocacy experience in ETs, CICA appeals, and interlocutory hearings. She then joined the Engineering Employer's Federation, gaining experience of respondent work within the field of employment, before becoming Head of Employment at Taylor Willcocks solicitors.

## Recommendations

**"She is very methodical and calm. She's able to get right in the detail and dissect all of the bluster from the other side. We felt like we were in a very safe pair of hands."** - Employment, Chambers UK 2025

**"Georgina's advice is clever and insightful, and on her feet she is well prepared, persuasive and quick witted. Clients feel she's part of their team and she inspires confidence."** - Employment, Legal 500 2025

**"We were pleased with the outcome of Friday's mediation, as were our clients. We are very grateful for Georgina's skilful management of a difficult matter and found her to be very personable, reasonable and efficient throughout the day. We were grateful for her willingness to engage with us in advance of Friday too, in order to allow the mediation day to commence efficiently."** – Partner Freshfields 2024.

**"We have instructed Georgina in relation to a niche and complex area of trade union law. The matter often requires an immediate response, and Georgina has consistently provided concise and clear guidance to the client. Her expert knowledge of the legal issues and methodical approach has proved invaluable"** – Associate leading firm in Belfast

**"I save Georgina for the cases where I need to really test the other side's witnesses, but she also has great client care and identifies the key issues very quickly."** - Employment, Chambers UK Bar 2024

**"She is my go-to trade union barrister. She is brilliant."** - Employment, Chambers UK Bar 2024

**"A forensic cross-examiner who takes a realistic view when working out a case strategy."** - Employment, Legal 500 2024

**"A combative but polite opponent, who is practical and straightforward with her advice."** - *Employment, Legal 500 2023*

**"If your business or charity is having trade union issues, you want Georgina Hirsch. End of story."** - Charity Chair of Trustees

Frequently called upon by both claimants and respondents to handle a broad range of employment disputes. Her past experience as an in-house solicitor at a union contributes significantly to her expertise in industrial relations matters. **"She is bright, she is astute, she analyses vast amounts of information quickly and she recognises the key commercial and strategic points of a case. She is also approachable and responsive."** **"She is a very knowledgeable employment barrister with a trade union background, and she is an effective advocate who makes her points well and has good relationships with clients."** **"A go-to person for union issues, she brings an eye for detail and a commercial approach. She's also very good on the law and before judges."** - *Employment, Chambers UK Bar 2022.*

**"Georgina is a highly able barrister who works fantastically hard. Georgina is a dream to work with, being able to quickly master the intricate detail of a case and organise the legal issues into the optimum way for the client she represents. She is extremely client focused and able to fit into any legal team. One of the best telecoms lawyers around."** - *IT and Telecoms, Legal 500 2022.*

**"Georgina is a go-to barrister on all union-related advice. She's very unassuming, kind and thoughtful, and gives excellent straightforward advice."** *Employment, Legal 500 2022.*

**"She's very good at getting to grips with the case, and is pragmatic and unflappable."** **"She brings a really good practical element to trade union matters."** Acted for British Airways in a breach of contract and unlawful deduction of wages claim. - *Employment, Chambers UK Bar 2021*

**"Pragmatic, responsive, and works well as part of the team. Clients like her, and trust her judgement and that she has their best interests at heart."** - *Employment, Legal 500 2021*

**"A very, very knowledgeable employment barrister and a clear and effective advocate."** **"She is very sensible and thorough; she's delightful to work with and has a wealth of practical experience."**

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Acted for Kostal UK in the defence of a claim by 57 union members that the employer had bypassed collective bargaining procedures in approaching individual members with offers. The case tested the meaning of a 'prohibited result' under Section 145B of the Trade Union and Labour Relations (Consolidation) Act 1992.  
- *Employment, Chambers UK 2020*

**'A great in-depth commercial knowledge of the politics and legalities of trade union cases.'** - *Employment, Legal 500 2020*

## **Appointments**

Appointed to the Attorney General's Panel of Counsel (A Panel) in 2025

Appointed to the Attorney General's Panel of Counsel (B Panel) in 2020

Appointed to the Attorney General's Panel of Counsel (C Panel) in 2015

## **Memberships and Associations**

ALBA, ELA, ELBA, ILS, LCLCBA, PNBA.

## **Education**

2015 Bar Council Direct Access Training

2010 Mediation Training

2003 MBA, Open University

1993 Law Society Finals, College of Law

1992 Diploma in Law, City University

1991 Politics and Social Policy, Sheffield University