

[6] I have considered the factors which the respondent submits merit a contribution of that level and find that they do not justify a very large costs award.

[7] The applicant says that the respondent's claims in the Statement in Reply that the applicant was redundant (which claim was withdrawn at the investigation meeting) and that the contract had been frustrated (which was only withdrawn in the closing submissions) unnecessarily increased costs. Those claims did increase the costs.

[8] On balance, the respondent is entitled to a contribution to its reasonably incurred costs. I set that contribution at \$1,500. I am unable to make any award of disbursements as these have not been detailed.

[9] The applicant is to pay the sum of \$1,500 in costs to the respondent.

Dzintra King

Member of the Employment Relations Authority