

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

AA 162A/08
5102426

BETWEEN PAMELA HOLT
 Applicant

AND ZEALANDIA MARINE
 GROUP LIMITED
 Respondent

Member of Authority: R A Monaghan

Representatives: L Pattullo, Advocate for Applicant
 T Skinner, Advocate for Respondent

Determination: 03 June 2008

COSTS DETERMINATION OF THE AUTHORITY

[1] In a determination dated 1 May 2008 I found Ms Holt was dismissed unjustifiably, and had a personal grievance on that ground. Costs were reserved and the parties have filed memoranda on the matter.

[2] Ms Pattullo sought a contribution of \$2,200. Mr Skinner submitted that costs should lie where they fall.

[3] Ms Holt was the successful party and is entitled to a contribution to her costs.

[4] The principles to be applied by the Authority in setting costs are set out in **PBO Limited (formerly Rush Security Limited) v Da Cruz**¹. With reference to those principles, the investigation meeting took less than a full day, and both parties prepared and presented their positions in a way that assisted the efficient conduct of the meeting. I find no reason to depart from the application of a notional daily rate, which I fix at \$2,000.

¹ [2005] 1 ERNZ 808

[5] ZMGL is therefore ordered to contribute to Ms Holt's costs in the sum of \$2,000.

R A Monaghan

Member of the Employment Relations Authority