

Under the Employment Relations Act 2000

**BEFORE THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND OFFICE**

BETWEEN Geraldine Hitchiner (Applicant)
AND New Zealand Management Academies Limited (Respondent)
REPRESENTATIVES Christie McGregor, Counsel for Applicant
Tom O'Conner, Advocate for Respondent
MEMBER OF AUTHORITY Ken Anderson
SUBMISSIONS RECEIVED 24 February 2006
DATE OF DETERMINATION 4 April 2006

DETERMINATION OF THE AUTHORITY AS TO COSTS

In a determination dated 27 January 2006, Mrs Hitchiner was successful in regard to her personal grievance claims. The parties have not been able to resolve the matter of appropriate costs to be paid by the Respondent. Costs submissions have been received for the Applicant but none have been received for the Respondent.

It is submitted for Mrs Hitchiner that her actual costs were approximately \$11,000 and she seeks an order of the sum of \$7,500. No particular reasons have been given as to why the Authority should award a sum of costs that is well outside the normal range of awards for what was a one day investigation meeting.

This was not a particularly complex matter and should not have incurred any unusual preparation or expense and none has been identified.

New Zealand Management Academies Limited is ordered to pay to Mrs Hitchiner the sum of \$2,500.00 as a contribution toward the costs incurred by her.

Ken Anderson
Member
Employment Relations Authority