



should be awarded to take into account the “non-responsive” and “delaying tactics” (allegedly) adopted by the respondent.

[3] The applicant has not provided any evidence pertaining to the costs incurred, and given that the preparation required for the investigation meeting was minimal, six hours at most I would suggest; and given that Mr Hudson was represented by an advocate with medium experience, a reasonable fee would be \$1,200 (\$200 x 6). The investigation meeting took approximately two hours and there was little complexity involved.

[4] Taking all the circumstances into account, including that I accept that the respondent appears to have made little or no effort to resolve this matter, there should be a reasonable contribution towards the costs incurred by the applicant.

### **Determination**

[5] Pursuant to clause 15 of the Second Schedule of the Employment Relations Act 2000, Japanese Spares Limited is ordered to pay to Mr Hudson the sum of \$1,000.00.

**K J Anderson**  
**Member of the Employment Relations Authority**