



preparation, all of which put The Ultimate Care Group Limited to greater costs. In fact the number of delays were unprecedented in this Authority Member's experience.

[5] Otherwise there was nothing in the investigation meeting that would lead to a higher award of costs than normal.

[6] In all the circumstances of this case, given the additional work required due to the adjournment requests, I conclude that an appropriate award of costs is \$5,0000.

[7] I therefore order the applicant, Ms Lizelouise Lamprecht, to pay to the respondent, The Ultimate Care Group Limited, the sum of \$5,000 in costs.

**G J Wood**  
**Member of the Employment Relations Authority**