

to pay to any other party such costs and expenses as the Authority thinks reasonable.¹ The principles applying to costs are well settled and do not require repeating.

[3] An assessment of costs in the Authority will normally start with the notional daily tariff which is \$4,500 for the first day of an investigation meeting and \$3,500 for each subsequent day. In this case, the investigation meeting took some two hours.

The parties' submissions

[4] Mr Montague states Mr Lees was invited to agree to a payment of costs in the sum of \$1,100. He asks in the event Mr Lees does not accept that proposal, that the Authority determine costs accordingly. He accepts that this is based on the daily tariff.

[5] Mr Lees' counsel, Mr Jefferies, has advised he has been unable to take instructions from his client despite his best endeavours to contact him. He believes Mr Lees is currently in Australia and in the circumstances says he considers Mrs Powell's application reasonable.

Conclusion and orders

[6] I accept Mrs Powell has incurred costs and accordingly order Steven John Lees to pay Adrienne Powell the sum of \$1,100 as a contribution towards the costs she incurred in defending the claims. Payment is to be made within 14 days from the date of this determination.

Geoff O'Sullivan
Member of the Employment Relations Authority

¹ The Employment Relations Act 2000, Schedule 2, clause 15.