

disapproval of the unsuccessful party's conduct. It therefore follows that indemnity costs would be inappropriate.

[5] The matter was efficiently heard in less than one day. Given the degree of Mr McMichael's success, however, he is entitled to a greater than usual award of costs. I therefore order the respondent, Rentokil Initial Limited, to pay to the applicant, Mr Hayden McMichael, the sum of \$3,500 in costs.

G J Wood
Member of the Employment Relations Authority