

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

**I TE RATONGA AHUMANA TAIMAHI
TĀMAKI MAKAURAU ROHE**

[2020] NZERA 380
3116394

BETWEEN AKASHDEEP SINGH
Applicant

AND ALPINE DAIRIES LIMITED
Respondent

Member of Authority: Robin Arthur

Representatives: Applicant in person
 Johnno Burrows and Tania Burrows for the Respondent

Date: 22 September 2020

DETERMINATION OF THE AUTHORITY

[1] Alpine Dairies Limited raised a limitation issue in response to an application from Akashdeep Singh seeking an order for wage arrears. Mr Singh's application referred to working for four weeks, beginning in July 2013. Attached to his application was a letter from the Rotorua District Community Law Centre, dated 20 October 2014, stating his employment ended on 23 August 2013, that is more than seven years ago. His claim for wage arrears arose from that latter date. It was, accordingly, caught by the following provision of the Employment Relations Act 2000:

142 Limitation period for actions other than personal grievances

No action may be commenced in the Authority or the court in relation to an employment relationship problem that is not a personal grievance more than 6 years after the date on which the cause of action arose.

[2] Mr Singh's claim is out of time and the Authority cannot take any further action on it.

Robin Arthur
Member of the Employment Relations Authority