

**IN THE EMPLOYMENT RELATIONS AUTHORITY
CHRISTCHURCH**

**I TE RATONGA AHUMANA TAIMAHI
ŌTAUTAHI ROHE**

[2024] NZERA 722
3200019

BETWEEN CHRISTOPHE THEVENOT
Applicant

AND NELSPRAY LIMITED
Respondent

Member of Authority: Helen Doyle

Representatives: Robert Brinkworth, counsel for the Applicant
Steven Sansom, counsel for the Respondent

Investigation Meeting: Joint memorandum of counsel 2 December 2024 with
proposed orders

Date of Determination: 04 December 2024

CONSENT DETERMINATION OF THE AUTHORITY

[1] The Authority in a determination dated 31 October 2024 found in favour of the applicant and awarded amounts for lost wages and compensation.¹

[2] The issue of costs was reserved and the parties were encouraged to resolve the issue of costs.

[3] The Authority has been advised in a joint memorandum signed by Mr Brinkworth and Mr Sansom that the parties have resolved the issue of costs. They have asked the Authority to make orders by consent.

[4] By consent of the parties to the proceedings the Authority makes the following orders:

¹ *Thevenot v Nelspray Ltd* [2024] NZERA 646.

- (a) Nelspray Limited is to pay to Christophe Thevenot the sum of \$17,160.00 gross being reimbursement of lost wages under s 123(1)(b) of the Employment Relations Act 2000 (the Act);
- (b) Nelspray Limited is to pay to Christophe Thevenot the sum of \$20,000.00 without deduction being compensation under s 123(1)(c)(i) of the Act;
- (c) Nelspray Limited is to pay to Christophe Thevenot the sum of \$10,000.00 in respect of his agreed costs together with a sum of \$99.06 in respect of his agreed disbursements under clause 15 of schedule 2 of the Act;
- (d) Payment is to be made on or before 27 December 2024 to Mr Thevenot's nominated account.

Helen Doyle
Member of the Employment Relations Authority