

**IN THE EMPLOYMENT COURT OF NEW ZEALAND
WELLINGTON**

**I TE KŌTI TAKE MAHI O AOTEAROA
TE WHANGANUI-A-TARA**

**[2025] NZEmpC 267
EMPC 197/2022**

IN THE MATTER OF proceedings removed from the
Employment Relations Authority

AND IN THE MATTER OF an application for costs (disbursements)

BETWEEN LYN SOAPI
First Plaintiff

AND DANNY LAU
Second Plaintiff

AND MARY LAU
Third Plaintiff

AND PICK HAWKE'S BAY
INCORPORATED
Defendant

Hearing: On the papers

Appearances: T Oldfield, counsel for plaintiffs
J Bates, counsel for defendant

Judgment: 9 December 2025

**CONSENT JUDGMENT OF JUDGE K G SMITH
(Application for costs (disbursements))**

[1] On 15 September 2025, judgment was issued in favour of the plaintiffs.¹ Costs were reserved.

¹ *Soapi v Pick Hawke's Bay Inc* [2025] NZEmpC 208, (2025) NZELC 79-190.

[2] The Court of Appeal has granted leave to appeal.²

[3] The parties have reached agreement about disbursements and seek orders by consent that:

(a) the defendant will pay \$7,089.04 into a bank account nominated by the plaintiffs, which includes the plaintiffs' counsels and the expert witness' disbursements; and

(b) the defendant will pay \$23,213.36 into the Employment Court to be held on interest-bearing deposit pending the outcome of the appeal in the Court of Appeal. This amount is for the expert witness' fees.

[4] Orders are made accordingly.

K G Smith
Judge

Judgment signed at 4.30 pm on 9 December 2025

² *Pick Hawke's Bay Inc v Soapi* [2025] NZCA 611.