

The Authority's investigation

[3] TSSR Limited did not: respond to James Brobyn's statement of problem, attend a directions conference, or appear at the investigation meeting. I am satisfied that the proceedings were served on the company at the address for service in the Companies Register.

[4] Pursuant to s 174E of the Employment Relations Act 2000 ("the Act"), I make findings of fact and law and outline conclusions to resolve the disputed issue and make orders but I do not record all evidence.

[5] Mr Brobyn detailed unsuccessful attempts to contact the directors of TSSR Group Limited.

Costs

[6] Costs are at the discretion of the Authority and here James Brobyn was successful in his action for a compliance order and has sought a modest costs contribution of \$500. I consider he should recover this amount and his application fee

Finding

[7] I find that TSSR Group have not paid any of the compensatory awards awarded by the Authority. The compliance order sought by James Brobyn is appropriate and I grant it on the following terms

Order

[8] By order of the Authority under s 137 Employment Relations Act 2000 TSSR Group limited is to pay to James Brobyn no later than 14 days from the date of this determination:

- (i) \$15,000.00 compensation for hurt and humiliation.**
- (ii) \$2,040.00 reimbursement of lost wages.**
- (ii) \$5,553.56 wage arrears.**
- (ii) Costs of \$2,321.56 from the original proceedings and \$500 for these**

proceedings.

(ii) A filing fee of \$71.56.

**David G Beck
Member of the Employment Relations Authority**