

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
WELLINGTON**

WA 23/09  
5142122

BETWEEN

PHILIP COCKRELL AND  
ALLAN ANDERSON,  
GRAEME BAKER, GARETH  
BRADLEY, MAREE  
EDWARDS, BEN GALVIN,  
ROBERT HAXTON,  
CHRISTIAN  
HEGGLUN, DANIEL  
HODSON, PETER ROSTEDT,  
RICHARD ROWLEY, PAUL  
RUSHWORTH, PHIL SHAW,  
NIMA TASSAVOLI AND  
GRACE XU  
Applicants

AND

FIRSTLIGHT ONLINE (NZ)  
LIMITED  
Respondent

Member of Authority: P R Stapp

Representatives: Phil Cockrell for the Applicants  
Brett Bailey for the Respondent

By Telephone Conference: 4 March 2009 at Wellington

Determination: 4 March 2009

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**DETERMINATION OF THE AUTHORITY**

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**Employment Relationship Problem**

[1] The fifteen applicants have claimed unpaid wages and holiday pay. The company has accepted that the payments due have not been made.

**Issues**

[2] To make an order on the sums owing to each of the applicants.

## The facts

[3] Philip Cockrell, Allan Anderson, Graeme Baker, Gareth Bradley, Maree Edwards, Ben Galvin, Robert Haxton, Christian Hegglun, Daniel Hodson, Peter Rostedt, Richard Rowley, Paul Rushworth, Philip Shaw, Nima Tassavoli and Grace Xu were employed by Firstlight Online (NZ) Limited. They have not been paid their salaries and holiday pay. It is common ground that the applicants are due the following sums for wages and holiday pay (including notice):

• PHILIP COCKRELL	\$10,573.81
• ALLAN ANDERSON,	\$ 8,767.81
• GRAEME BAKER,	\$15,055.90
• GARETH BRADLEY,	\$ 8,864.44
• MAREE EDWARDS,	\$ 8,987.10
• BEN GALVIN,	\$17,711.12
• ROBERT HAXTON,	\$15,636.01
• CHRISTIAN HEGGLUN,	\$11,275.75
• DANIEL HODSON,	\$10,166.08
• PETER ROSTEDT,	\$10,697.13
• RICHARD ROWLEY,	\$10,898.94
• PAUL RUSHWORTH,	\$14,713.76
• PHILIP SHAW	\$ 7,798.85
• NIMA TASSAVOLI	\$10,111.61
• GRACE XU	\$11,592.91

## Determination

[4] That Firstlight Online (NZ) Limited owes each applicant wages and holiday pay (including notice). The amounts owed are as follows:

• PHILIP COCKRELL	\$10,573.81
• ALLAN ANDERSON,	\$ 8,767.81
• GRAEME BAKER,	\$15,055.90
• GARETH BRADLEY,	\$ 8,864.44
• MAREE EDWARDS,	\$ 8,987.10
• BEN GALVIN,	\$17,711.12
• ROBERT HAXTON,	\$15,636.01
• CHRISTIAN HEGGLUN,	\$11,275.75
• DANIEL HODSON,	\$10,166.08
• PETER ROSTEDT,	\$10,697.13
• RICHARD ROWLEY,	\$10,898.94
• PAUL RUSHWORTH,	\$14,713.76
• PHILIP SHAW	\$ 7,798.85
• NIMA TASSAVOLI	\$10,111.61

- GRACE XU \$11,592.91

### **Orders of the Authority**

[5] That Firstlight Online (NZ) Limited is to pay Phil Cockrell, Allan Anderson, Graeme Baker, Gareth Bradley, Maree Edwards, Ben Galvin, Robert Haxton, Christian Hegglun, Daniel Hodson, Peter Rostedt, Richard Rowley, Paul Rushworth, Philip Shaw, Nima Tassavoli and Grace Xu their outstanding salaries and holiday pay (including notice). Firstlight Online (NZ) Limited is to pay:

- PHILIP COCKRELL \$10,573.81
- ALLAN ANDERSON, \$8,767.81
- GRAEME BAKER, \$15,055.90
- GARETH BRADLEY, \$8,864.44
- MAREE EDWARDS, \$8,987.10
- BEN GALVIN, \$17,711.12
- ROBERT HAXTON, \$15,636.01
- CHRISTIAN HEGGLUN, \$11,275.75
- DANIEL HODSON, \$10,166.08
- PETER ROSTEDT, \$10,697.13
- RICHARD ROWLEY, \$10,898.94
- PAUL RUSHWORTH, \$14,713.76
- PHILIP SHAW \$7,798.85
- NIMA TASSAVOLI \$10,111.61
- GRACE XU \$11,592.91

[6] Leave is granted for the parties to apply for any variation to this order if it is necessary.

[7] Firstlight Online (NZ) Limited is to pay Philip Cockrell the \$70 filing fee he paid for filing the application in the Authority.

P R Stapp  
Member of the Employment Relations Authority