



exercising its discretion to award costs the Authority is required to first consider whether the costs incurred by Mr Fry were reasonable in all the circumstances.

[3] Mr Fry's costs totalled \$2,500 which in the view of the Authority is reasonable. Mr Fry seeks a contribution of \$1,000.

[4] The Respondent has been unresponsive throughout the Authority's processes. It failed to lodge a statement in reply and did not attend the investigation meeting. The hearing was completed in less than half a day. Having regard to the nature of the investigation, and in the principled exercise of my discretion **Panel Holdings Limited is to pay to Mr Fry the amount of \$1,000 in costs.**

[5] The Applicant is to personally serve a copy of this determination on the Respondent.

Vicki Campbell  
Member of Employment Relations Authority