

[4] The investigation into Mr Mika's claim of unjustified dismissal extended over 1 ½ days. The matter was not overly complex, but the extra time was required to allow the Authority to hear from a witness who was not available for the investigation meeting on 19 March.

[5] Bridgestone seeks a contribution to its costs of \$6,000. The actual costs incurred were \$9,299.10 excluding GST. I am satisfied the costs incurred are reasonable.

[6] Taking into account the preparation required and the length of the hearing, Mr Mika is required to pay to Bridgestone \$3,500.

[7] An order is made accordingly.

Vicki Campbell
Member of Employment Relations Authority