

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

[2016] NZERA Auckland 317
5590140

BETWEEN FRANCES RICHARDS
 Applicant

A N D FRESH FLOWER WHOLESALER
 LIMITED
 Respondent

Member of Authority: Rachel Larmer

Representatives: Applicant in person
 No appearance for Respondent

Investigation Meeting: On the papers

Submissions: 17 September 2016 from Applicant
 No submissions from Respondent

Date of Determination: 19 September 2016

**DETERMINATION OF
THE EMPLOYMENT RELATIONS AUTHORITY**

Employment relationship problem

[1] In a substantive determination dated 02 March 2016¹ the Authority held that Ms Richards' dismissal was procedurally and substantively unjustified. Ms Richards was awarded six months' lost remuneration.²

[2] Fresh Flower Wholesaler Limited (Fresh Flowers) has not paid Ms Richards the amounts she has been awarded. Ms Richards now wishes to take enforcement action against Fresh Flowers to recover her remedies and costs.

¹ [2016] NZERA Auckland 66.

² Supra paragraph [75].

[3] Ms Richards has asked the Authority to fix the amount of lost remuneration she was awarded so she can get a certificate of determination.

[4] I have used the hourly rate and the number of hours per week the parties agreed Ms Richards was to work as stated in the Record of Settlement the parties signed, which is dated 27 May 2015.

[5] On 02 March 2016 Fresh Flowers was ordered to pay Ms Richards six months' lost remuneration which amounts to \$11,232 gross. This is calculated on the basis she was required to work 24 hours per week (being 6 hours a day for 4 days a week) x \$18 per hour = \$1,872 x 6 months.

[6] The Authority confirms that it has now issued a certificate of determination for the total amounts Ms Richards was awarded in its substantive determination dated 02 March 2016.

Rachel Larmer
Member of the Employment Relations Authority