

agreed owed. He had arranged to take the day off work today to attend the investigation meeting and had not discovered until late yesterday evening that the remaining \$50 had in fact been paid on Monday, 22 September. Mr Spotswood then sought \$100 for his lost pay for the day.

[4] I telephoned Mr Bicknell, the principal of Parkvale, who informed me that he wanted the matter resolved for good and that it would have been settled last week had Mr Spotswood been prepared to sign a written agreement that he would not pursue Parkvale for any more money. Mr Spotswood declined to do so without having received the money.

[5] Mr Bicknell was not prepared to pay Mr Spotswood \$100 for his attendance today, but he was prepared to offer \$25 (the equivalent of two hours pay), simply in order to have the matter resolved for good.

[6] Mr Spotswood could have informed the Authority that the matter had been resolved and no attendance would have been required, but I accept that he attended in good faith to inform the Authority of what had transpired. I do not accept that it was ever necessary for Mr Spotswood to take a full day off, however, to pursue this narrow matter. The matter only took 30 minutes to hear and determine.

[7] The Authority is a forum of equity and good conscience. Mr Bicknell is prepared to offer \$25 in order to achieve certainty over this matter and that is an outcome that the Authority can accept within its equity and good conscience jurisdiction.

[8] I therefore order the respondent, Parkvale Automotive (2006) Limited, to pay to the applicant, Craig Spotswood, the sum of \$25 in expenses. That concludes this employment relationship problem. Consistent with the record of settlement it means that a full and final settlement of all matters between the parties arising out of the employment relationship between Mr Spotswood and Parkvale Automotive (2006) Limited has now been achieved.

[9] Neither party can pursue any further matters arising out of their employment relationship accordingly.

G J Wood
Member of the Employment Relations Authority