



[4] This is an equity and good conscience jurisdiction and costs awards in the Authority are generally modest consistent with the Authority's approach to its investigations. The exercise of my discretion calls for a determination of what is a fair and reasonable contribution as between the parties.

[5] This investigation proceeded over one half day. The applicants' succeeded in obtaining a determination in their favour. NZ Post Limited has advised it has acted upon the Authority's determination. I agree that this investigation and the subsequent determination was in the nature of a test case in that it assisted to clarify a dispute of rights between the parties. That has now been achieved. I accept Ms Jones submissions and I consider it fair and reasonable that costs be left to lie where they fall.

[6] Accordingly, exercising my discretion on a principled basis and for the reasons outlined above, **I order that neither party shall have costs against the other.**

Leon Robinson  
**Member of Employment Relations Authority**