

- i. The remedies awarded were considerably less than what was claimed;
- ii. The “tariff” rate is between \$1,500.00 and \$2,000.00 per day of investigation meeting;
- iii. Further evidence had to be provided after the meeting because the Applicant failed to make it available for the meeting itself. There are no grounds for the Applicant to seek the additional \$650.00 costs in relation to this, and
- iv. The circumstances of this case are such that it would be in accordance with equity and good conscience for the Authority to make an award at the lower end of the range (\$1,500.00 per day.)

[4] I accept that there is nothing about this case that would warrant an award of costs outside the normal range, and I accept that with better preparation the matters which were addressed after the meeting could have been addressed on the day of the meeting, thus saving both parties additional expense.

[5] I also note that this was a straightforward case without factual or legal issues of great complexity. In all the circumstances I consider the sum of \$1,500.00 to be an appropriate contribution to costs. Reimbursement of the filing fee is also in order.

[6] **The respondent, Mr Liu, is therefore ordered to pay to the applicant, Mr. Yang, the sum of \$1,500.00 as contribution to costs and \$70.00 in reimbursement of the filing fee.**

Yvonne Oldfield

Member of the Employment Relations Authority