

Under the Employment Relations Act 2000

**BEFORE THE EMPLOYMENT RELATIONS AUTHORITY
WELLINGTON OFFICE**

BETWEEN Bridie Katrina Adam (Applicant)
AND Intrepid Taxation Consultants Lower Hutt Limited
(First Respondent)
AND Intrepid Taxation Consultants Hutt Valley South
Limited (Second Respondent)

REPRESENTATIVES J Adam for Applicant
No appearance by or for Respondents

MEMBER OF AUTHORITY G J Wood

**INVESTIGATION
MEETING** Wellington, 10 October 2006

**DATE OF
DETERMINATION** 10 October 2006

ORAL DETERMINATION OF THE AUTHORITY

1. Notices of the investigation meeting were left at the work address of the applicant, which is also the registered address of the second respondent. I am therefore satisfied that service has been properly effected on both respondents.
2. An Authority Support Officer tried today to contact representatives of both respondents at the above address, by telephone. The telephone was unanswered and its mail box was full. Neither respondent has provided a statement in reply or attended to any of the efforts of the Authority to engage them in the investigation process.
3. I am satisfied accordingly that no good cause for either respondent to fail to attend or be represented has been shown, and therefore I have proceeded as fully in the matter as if they had been represented.

4. The applicant, Ms Bridie Adam, was employed in a tax consultancy business for a few months. She resigned because of delays in paying her wages and was not paid her final pay when she left.
5. I am satisfied that the second respondent was Ms Adam's employer, despite the first respondent being the employer named on the individual employment agreement. This is because the first respondent has never been registered as a company and because Ms Adam's wages were paid by the second respondent.
6. Another non-registered company admitted that the sum of \$235.50 gross was owing to Ms Adam. I am satisfied that that sum is owed to Ms Adam.
7. I therefore order the second respondent, Intrepid Taxation Consultants Hutt Valley South Limited to pay to the applicant, Bridie Adam, the following sums:
 - \$235.50 gross in unpaid wages, plus interest at 6% from 4 August 2006 until paid; plus
 - \$70 in expenses.

G J Wood
Member of the Employment Relations Authority