

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
WELLINGTON**

Determination  
Number: WA59/08  
File Number: 5118605

BETWEEN                    DARRYL BRADLEY PAUL  
                                         Applicant

AND                            ROULSTON SAFETY  
                                         DRIVING SCHOOL LIMITED  
                                         First Respondent

AND                            ERNEST WILLIAM  
                                         ROULSTON  
                                         Second Respondent

Member of Authority:    G J Wood

Representatives:         Daryl Paul on his own behalf  
                                         Ernest Roulston for respondents

Investigation Meeting:    8 May 2008 at Napier

Determination:            8 May 2008

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**CONSENT COMPLIANCE ORDER OF THE AUTHORITY**

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[1] Mr Paul was seeking compliance with a mediator's decision, which decided that he be paid certain moneys and that Roulston Safety Driving School was not able to claim any training costs against him. In the event, an amount of \$1,520 remains outstanding to Mr Paul and the driving school has invoiced him for training costs for "I" endorsement instructor training and a site traffic management supervisor course.

[2] At the investigation meeting, the parties agreed on terms to resolve this matter, which include that the Roulston Safety Driving School Limited is not to pursue the issue of training costs against Mr Paul any further. In addition, Roulston Safety Driving School Limited is to pay Mr Paul the \$1,520 still owing, plus \$70 for the Authority's filing fee, by instalment. Mr Roulston has personally guaranteed that the sums will be paid and undertakes to pay them accordingly on behalf

of Roulston Safety Driving School Limited until fully paid. I congratulate the parties on having reached this agreement.

[3] I therefore order Roulston Safety Driving School Limited, to pay Darryl Bradley Paul, the sum of \$1,520 in moneys owing and \$70 for the filing fee. These sums are to be met by Mr Ernest William Roulston (following his personal guarantee) in the following ways: \$190 by 15 May 2008 and payments of \$100 per month on or before the 15th day of each month, commencing on 15 June 2008 and concluding on or before 15 July 2009.

[4] Mr Roulston has undertaken on his own behalf and that of the driving school to pay Mr Paul earlier than the dates above should circumstances allow.

[5] Should Roulston Safety Driving School Limited, or Mr Roulston on its behalf, fail to comply with this compliance order, the matter may be referred to the Employment Court, which has the ability to sentence any party to imprisonment, or fine them, or sequester their property.

**G J Wood**  
**Member of the Employment Relations Authority**