

ATTENTION IS DRAWN TO  
THE ORDER PROHIBITING  
PUBLICATION OF CERTAIN  
INFORMATION REFERRED  
TO IN THIS DETERMINATION

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
CHRISTCHURCH**

**I TE RATONGA AHUMANA TAIMAHI  
ŌTAUTAHI ROHE**

[2021] NZERA 138  
3075652

BETWEEN                      IVAN ILIN  
   Applicant

AND                              GOODMAN FIELDER NEW  
   ZEALAND LIMITED  
   Respondent

Member of Authority:        Philip Cheyne

Representatives:             Peter Cahill, advocate for the Applicant  
   Liz Coats, counsel for the Respondent

Costs Submissions:         12 February 2021 from the Respondent

Date of Determination:      12 April 2021

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**COSTS DETERMINATION OF THE AUTHORITY**

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**A. Ivan Ilin is to pay Goodman Fielder New Zealand Limited costs of \$4,500.00.**

[1] In determination [2021] NZERA 12, I dismissed Mr Ilin's claims against Goodman Fielder New Zealand Limited. Costs were reserved. I have received submissions from Goodman Fielder. Nothing has been lodged by or for Mr Ilin, despite contact with his representative. This determination resolves costs.

[2] An order of \$4,500.00 for costs in accordance with the Authority's well publicised daily tariff approach is sought.

[3] Goodman Fielder successfully defended Mr Ilin's claims. There is no reason to depart from the usual approach that costs should follow the event. Goodman Fielder's legal costs substantially exceed the claimed daily tariff. Fixing costs at the daily tariff would allow Goodman Fielder to recoup from Mr Ilin a modest contribution to its actual and reasonable costs. There is no reason in the present case to depart from the Authority's standard daily tariff approach to costs.

[4] The investigation meeting finished a little before 3.00 pm. However, I treat the matter as requiring a full day. Goodman Fielder was put to some unnecessary cost, dealing with late evidence and documents produced for Mr Ilin. There were also written submissions after the meeting and this application for costs. The standard rate for the first day of an investigation meeting is \$4,500.00. I fix that as the appropriate amount for Mr Ilin to pay in costs.

Philip Cheyne  
Member of the Employment Relations Authority